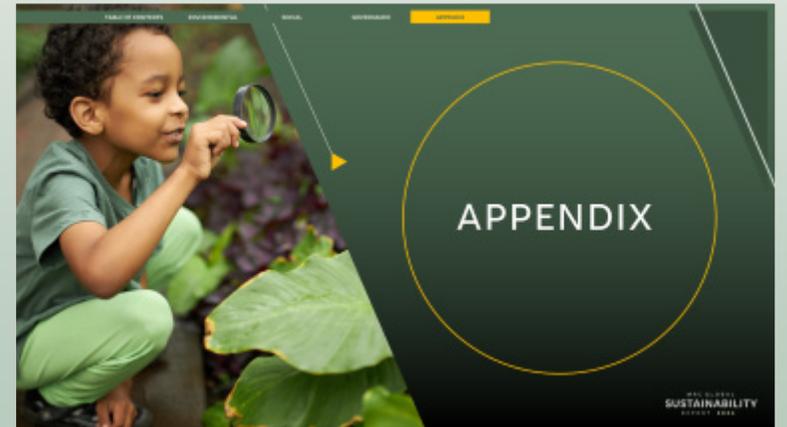
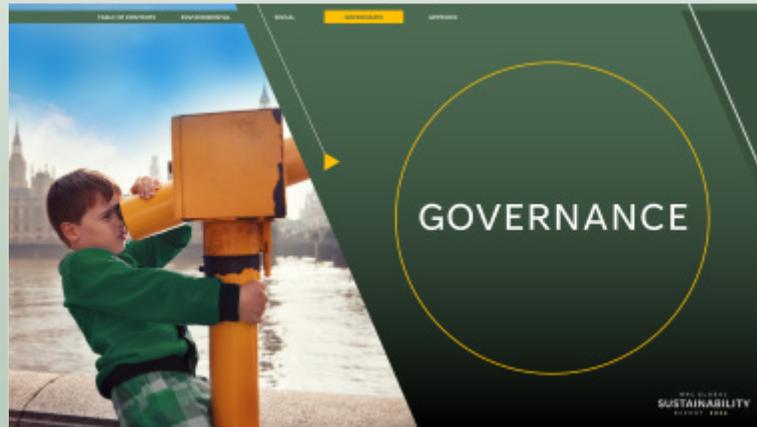
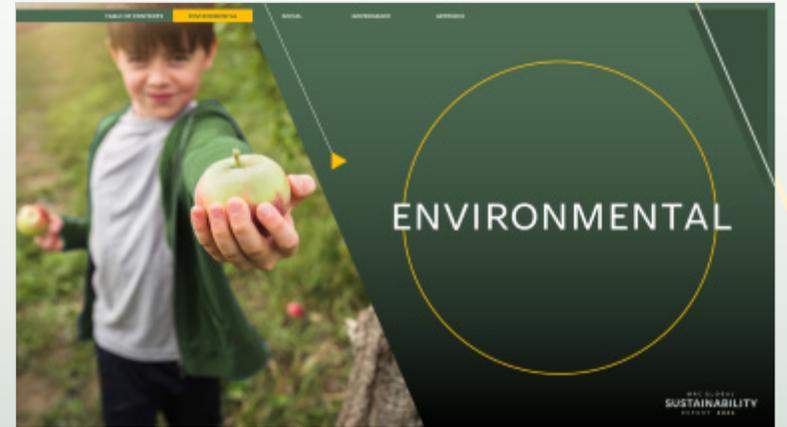
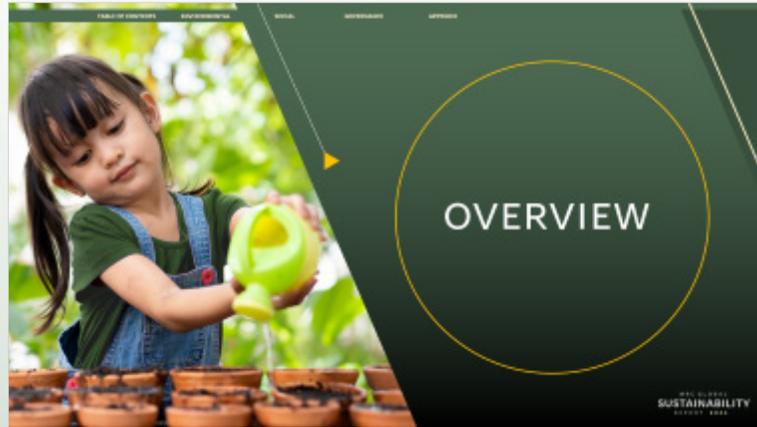
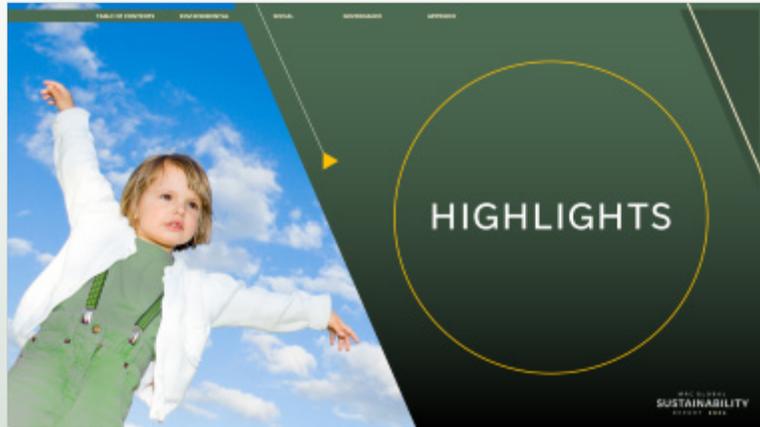




M R C G L O B A L  
**SUSTAINABILITY**  
R E P O R T 2 0 2 4

# ▶ TABLE OF CONTENTS





# HIGHLIGHTS

# HIGHLIGHTS

## LEADERSHIP



**Dedicated Sustainability Leader**  
Sustainability position on Executive Leadership Team (ELT) reporting to the CEO since 2022



**Board Oversight of Sustainability**  
Quarterly reporting to MRC Global's Board of Directors' ESG & Enterprise Risk Committee or full Board

sustainability

**Bronze Ecovadis Medal**  
Award winner 7 times



## DIVERSITY EQUITY & INCLUSION

### ESL

Piloted **English as a Second Language** program

Completed first year of formal **supplier diversity program**

**24% women** in global director and above positions



2023 Board of Directors was **44% diverse**



2023 Board Leadership positions were **75% diverse**



Added **diverse member** to ELT in 2023

## ENVIRONMENTAL

**28%**

**Reduction** in scope 1 and 2 emissions compared to 2022



**Conducted first baseline water risk assessment**

**100%**

**of North American electricity** use covered by renewable energy certificates (RECs)



4% of global locations perform limited hydrotesting of valves, **recycling the water used for testing** a majority of the time



Completed transition from plastic stretch film to **biodegradable** stretch film in our U.S. warehouse operations

APPENDIX

Greater data disclosure and transparency (see Appendix)

## SAFETY

Safety statistics improved over 2022

**TRIR decreased 11.5%** and continue to be better than peer group averages

TRIR	LTIR
0.69	0.22

**5% DECREASE** in recordable injuries

Despite 8.6% increase in hours worked

## SUPPLY CHAIN



Completed first full year of **enhanced supplier audits** (environmental sustainability and human rights) and utilized **improved manufacturer scorecard**





# OVERVIEW

# OVERVIEW

*MRC Global* is the leading worldwide distributor of pipe, valves and fittings (PVF) products and other infrastructure products and services to diversified end-markets.



**HEADQUARTERS:** HOUSTON, TX

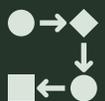
~214 LOCATIONS

~2800 TEAM MEMBERS

~16 COUNTRIES

~\$3.4B 2023 REVENUE

## ▶ THREE BUSINESS MODELS



PROJECTS



MRO



VALUE-ADD SERVICES

## OUR CUSTOMERS



PRODUCTION & TRANSPORTATION INFRASTRUCTURE (PTI)



DOWNSTREAM, INDUSTRIAL & ENERGY TRANSITION (DIET)



GAS UTILITIES

## OUR PRODUCTS

VALVES, AUTOMATION, MEASUREMENT & INSTRUMENTATION

CARBON STEEL PIPE, FITTINGS & FLANGES

GAS PRODUCTS & POLYETHYLENE PIPE

STAINLESS STEEL & ALLOY PIPE, FITTINGS & FLANGES

GENERAL SUPPLIES

## OUR SERVICES

VALVE CENTER OF EXCELLENCE

INTEGRATED SUPPLY

AUTOMATION

VALIDTORQUE™

FIELD SERVICES

FASTTRACK<sup>SM</sup>

PROJECT & TURNAROUND

QUALITY PROGRAM

MATERIAL MANAGEMENT

## OUR BUSINESS IS NOT FOCUSED ON

- X** Heavy manufacturing activities such as smelting, molding, refining, producing chemical compounds, or discharging production waste materials – we only engage in light assembly, product modification or repair activities
- X** Mining for minerals or conducting oil and gas exploration and production activities – we distribute products that help our customers in these sectors do so in an environmentally responsible manner
- X** Owning, leasing or operating oil and gas pipelines
- X** Sourcing, using or discharging large quantities of chemical compounds or hazardous materials for our operations – our chemical waste is limited to light amounts of oil, grease, paint and other coatings
- X** Developing, owning, or operating facilities in critical habitats or other high biodiversity value areas



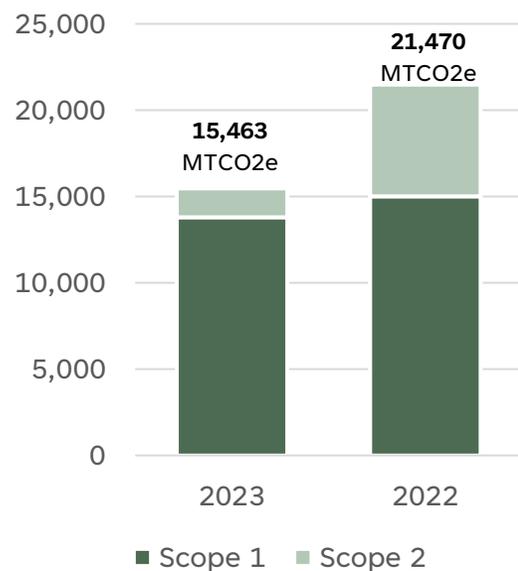
# ENVIRONMENTAL

# GHG EMISSIONS AND ENERGY

► GRI 2-4, GRI 302-1, GRI 305-1  
GRI 305-2, GRI 305-4

## 2023 Emissions vs 2022 Baseline<sup>1</sup>

### SCOPE 1 AND 2 EMISSIONS (MARKET-BASED)



## 2023 GHG Emissions

(metric tons CO2e)

	2023	2022 <sup>1</sup>
<b>Scope 1 emissions</b>	13,802	15,009
<b>Scope 2 emissions (market-based)</b>	1,661	6,461
<b>Scope 2 emissions (location-based)</b>	7,192	7,976
<b>GHG intensity (metric tons CO2e / total man-hours)<sup>2</sup></b>	0.003	0.004

<sup>1</sup>Our 2022 baseline scope 1 and scope 2 emissions were re-stated to address data issues. This resulted in an increase in Scope 1 emissions and a decrease in Scope 2 (market-based) emissions for 2022. For more details, see [p. 70](#).

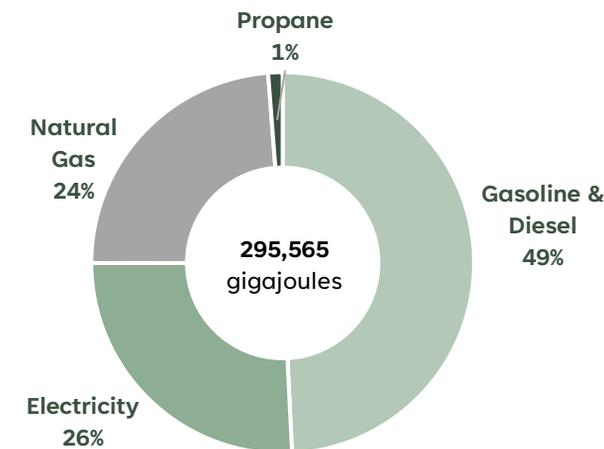
<sup>2</sup> Intensity metrics previously calculated using revenue but has been updated to more accurately reflect company growth.

## Energy Consumption

(in gigajoules)

	2023	2022
<b>Total energy consumption<sup>3</sup></b>	295,565	321,951
Percentage of renewable fuel	21%	7%
<b>Energy intensity (GJ / total man-hours)<sup>2</sup></b>	0.05	0.06

### 2023 Energy Consumption by Fuel Type<sup>3</sup>



<sup>3</sup>Energy consumption includes 103 GJ of renewable fuels (biodiesel) not depicted in the above chart.

# CHARTING OUR COURSE

► SASB EM-SV-110a.2

28%

Reduction in  
Scope 1 + 2  
emissions  
compared to  
revised 2022  
baseline



100%

Of North  
America  
electricity use  
covered by  
renewable  
energy credits



## Envisioning Our Future

As we move forward, our commitment to sustainability remains strong. We envision a future where every aspect of our operations is aligned with sustainable practices, from sourcing materials to delivering products to our customers. Our goals are ambitious yet achievable: to reduce our carbon footprint, minimize waste generation, and maximize resource efficiency.

## MAINTAINING OUR PACE

*In 2023, our aim was to lay down solid foundations for our environmental sustainability efforts. Our primary focus was on improving the accuracy of our data and implementing new processes to support our environmental reporting. We took steps to improve data collection and reporting from prior years, which led us to recalculating our 2022 baseline emissions.*

### 2023 Environmental Highlights

- Demonstrated reductions in Scope 1 and 2 emissions – a 28% reduction compared to 2022 revised baseline
- Improved our environmental data collection processes
- Purchased renewable energy credits to cover our Scope 2 (market-based) emissions in North America and indirectly supported sustainability projects
- Conducted our first baseline water risk assessment
- Completed first full year of our enhanced supplier audits for environmental sustainability and human rights and an improved manufacturer scorecard
- Completed transition from plastic stretch film to biodegradable stretch film in US warehouse operations
- Hired new waste and recycling provider to improve recycling coverage in US operations for 2024

### FUTURE INITIATIVES

We expect to advance our sustainability goals by:

Seeking opportunities to initiate energy-reduction projects across our company

Collaborating with our waste management providers to increase recycling rates at our service centers, regional distribution centers, and corporate offices

Developing and implementing a Scope 3 reporting strategy

# PRODUCTS WITH PURPOSE

## ▶ Empowering Customers Through Greener Offerings

The products we sell play a crucial role in supporting the transition to cleaner energy – that’s why we are committed to meeting the demand for environmentally responsible products.

### PREVENTING EMISSIONS AT THE SOURCE

Our high-quality products help customers comply with environmental regulations while lowering their carbon footprint. The valves and actuators we sell are engineered to reduce or prevent leaks and emissions of harmful gases, such as methane and volatile organic compounds (VOCs), which are potent contributors to air pollution and greenhouse gas emissions.



#### LOW-EMISSION VALVES

Prevent the release of fugitive emissions greater than 100 ppm per ISO 15848-1:2015



96% of total 2023 valve sales are low-emission valves<sup>1</sup>



#### FORGING A GREENER FUTURE

Certain steel products we sell that are made in the U.S. are repurposed in electric arc furnaces, emitting up to 96% less CO<sub>2</sub> emissions compared to blast furnace steelmaking<sup>2</sup>

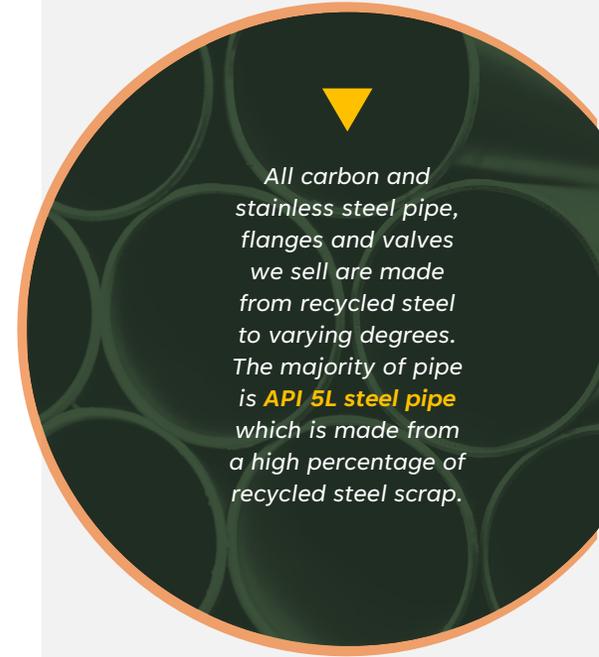


96% Lower CO<sub>2</sub> emissions compared to blast furnace steelmaking



#### EMISSION CONTROL ACTUATION TECHNOLOGY

Prevents methane emissions from release into the atmosphere from isolation valve operations on high pressure natural gas pipelines



All carbon and stainless steel pipe, flanges and valves we sell are made from recycled steel to varying degrees. The majority of pipe is **API 5L steel pipe** which is made from a high percentage of recycled steel scrap.

<sup>1</sup> The remaining 4% of valves are for water, steam, and other applications without GHG emissions.

<sup>2</sup> Li, Yin & Xu, Wenqing & Zhu, Ting & Qi, Feng & Xu, Tie & Wang, Zhen. (2012). CO<sub>2</sub> emissions from BF-BOF and EAF steelmaking based on Material Flow Analysis. Advanced Materials Research. 518-523. 5012-5015. 10.4028/www.scientific.net/AMR.518-523.5012.

# TREADING LIGHTLY

*Despite the inherent challenges in the distribution sector, we remain dedicated to mitigating our carbon footprint and contributing to a more sustainable future.*

## MANAGING OUR CARBON FOOTPRINT

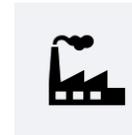
While our PVF products contribute to reduced carbon emissions through their efficient design and application in various industries, our distribution activities unavoidably generate carbon emissions through transportation, warehousing, and other logistical processes.

MRC Global's direct environmental emissions primarily come from energy consumption (used to power our owned<sup>1</sup> or leased warehouses and offices) and transportation (the vehicle fleet used to transport our people and products).

As a distributor, we engage in a relatively low amount of manufacturing<sup>2</sup> and assembly, mostly through the actuation and valve modification services that we offer our customers. We do NOT engage in heavy manufacturing or energy-intensive processes.

### OUR EMISSIONS BY SCOPE

#### SCOPE 1



Direct emissions from fuel combustion in offices and vehicles we use to transport people and products

#### SCOPE 2



Indirect emissions from the electricity we use to power our facilities

#### SCOPE 3<sup>3</sup>



Indirect emissions from the purchase, movement, and transportation of the products we sell

<sup>1</sup> We own less than 2% of our service center locations and all of our distribution centers are leased. See MRC Global's 2023 10K at p. 16.

<sup>2</sup> Only one location in Norway engages in light manufacturing of instrumentation products, such as pressure gauges and temperature sensors.

<sup>3</sup> MRC Global does not currently report Scope 3 emissions.

# SMARTER SUPPLY CHAIN

► SASB EM-SV-110a.2

## TACKLING SCOPE 3 EMISSIONS

While MRC Global generally has control over Scope 1 and 2 emissions, Scope 3 emissions originate from activities beyond our immediate value chain activities. Since Scope 3 activities are largely outside of our control, data collection remains a challenge.

The quantification of our Scope 3 emissions is currently ongoing, but we anticipate that 3rd-party transportation and distribution activities contribute significantly to our Scope 3 emissions given our role as a distributor.

Tackling these emissions will require a thorough understanding of the carbon footprint of our products and active engagement with both our supply chain partners and customers.

We are currently working to accurately quantify, monitor, and manage these Scope 3 emissions<sup>1</sup>.

In the meantime, we are proactively implementing measures to decrease transportation-related emissions through the optimization of our supply chain processes.



<sup>1</sup> Reporting currently being developed for categories 1, 3, 4, 6 and 7.

## SMARTER SUPPLY CHAIN

### Better Planning

Our procurement and supply chain experts work closely with our customers' procurement teams. Early engagement with suppliers and planning projects in phases helps **minimize errors and prevent unnecessary transportation** and related costs. Additionally, we offer services like valve certification control and coordination of combined shipments to **avoid multiple smaller deliveries**. This approach not only reduces transportation but also reduces the risk of noncompliant materials and the need for expedited air travel for replacement products, which is particularly significant for international shipments with tight deadlines.

### Integrated Supply

We strategically source materials for our customers and **prioritize sourcing from manufacturers and vendors located near the final destinations**. This helps cut down on transportation costs as well as greenhouse gas emissions. We understand that the overall cost of ownership involves both service conditions and environmental impacts, so we make choices that benefit both our clients and the planet.

### Proactively Addressing Transportation Emissions in our Supply Chain

*We understand that efficient methods of product transportation benefit both our customers and our business. Optimizing our supply chain results in lower costs, increased financial returns, and reduced greenhouse gas emissions.*

### Hub-and-Spoke Model

We use a hub and spoke distribution system that focuses on efficiency and minimizing inventory. Our Regional Distribution Centers (RDCs) receive most of the products we sell and then restock our service centers as needed. Because our RDCs handle the bulk of our products, individual service centers order and receive fewer items, **cutting down on transportation to and from these centers**.

### Strategic Sourcing

Our quality team works closely with manufacturers on our Approved Manufacturer List (AML) to encourage them to source major subcomponents (such as castings) closer to their facilities. We also audit major foundries and forge masters and collaborate with our core vendors to **find quality sources that are strategically located, ultimately helping to reduce manufacturers' carbon footprints**. Our **quality auditors work locally**, which also **reduces our transportation related emissions**.

### E-commerce

We extensively promote the use of our MRC Global Online (MRCGO™) platform for digital transactions with customers and suppliers. In 2023, over **52% of our customer orders were digital**. This streamlined process simplifies procurement and enables customers to easily order our products online. As a result, we can **ship products more directly from our RDCs to customers, reducing the need to ship to service centers to fulfill orders**.

## DRIVING CHANGE

► GRI 302-1, GRI 305-1,  
SASB EM-SV-110a.1

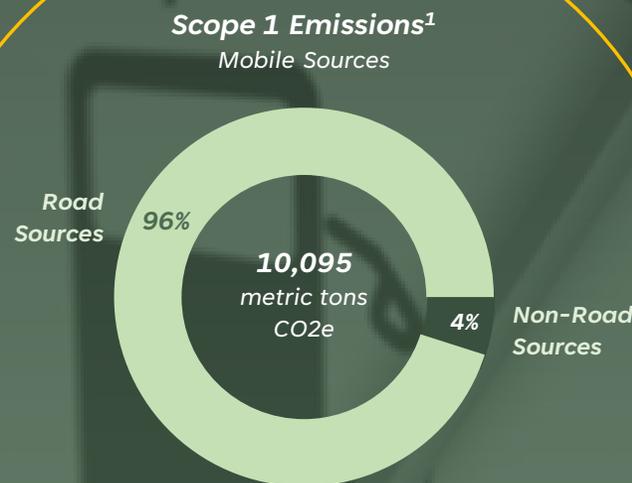
### MAXIMIZING SUSTAINABILITY IN FLEET OPERATIONS

As a distributor, transportation is a major part of daily operations at MRC Global. Because fleet emissions represent a sizeable portion of our Scope 1 emissions, we are focused on finding new ways to improve fuel and operational efficiency.

#### Our Sustainable Fleet Strategy

MRC Global is developing a comprehensive strategy to introduce more fuel-efficient options<sup>2</sup>. By carefully managing our fleet vehicles from acquisition to retirement, we optimize vehicle usage and extend our fleet's lifespan, lessening the requirement for new vehicle manufacturing and its environmental consequences. Responsible disposal of retired vehicles further reduces waste and promotes circular economy principles.

We've also taken steps to cut down on conventional diesel and gasoline use in our warehouses and distribution centers. Currently, **79% of our warehouse equipment in the U.S. runs on electricity or propane**. Gasoline and diesel forklifts are only used when no renewable fuel alternatives are available and in applications with heavy weight requirements.



The majority of our fleet vendors are EPA SmartWay Transport Partners. SmartWay is a collaboration between the U.S. EPA and the freight industry designed to improve fuel efficiency while significantly reducing greenhouse gases and air pollution.

*By driving smarter and greener, we're paving the way for a more sustainable future.*

<sup>1</sup> Biomass CO<sub>2</sub> emissions are not included in this overall total.

<sup>2</sup> Our previously announced electric vehicle pilot has been cancelled after a deeper analysis showed the technology is not suitable for our operations; we are now refocusing our efforts on integrating full hybrid vehicles into our vehicle fleet.

# FUELING PROGRESS

► GRI 302-1, SASB CG-MR-130a.1

## REC Solar Projects Supported:

- Lakeland Center – Lakeland Electric Co.
- Airport I – Lakeland Electric Co.
- Indian River Solar - Indian River Solar

## EMBRACING RENEWABLE ENERGY SOURCES

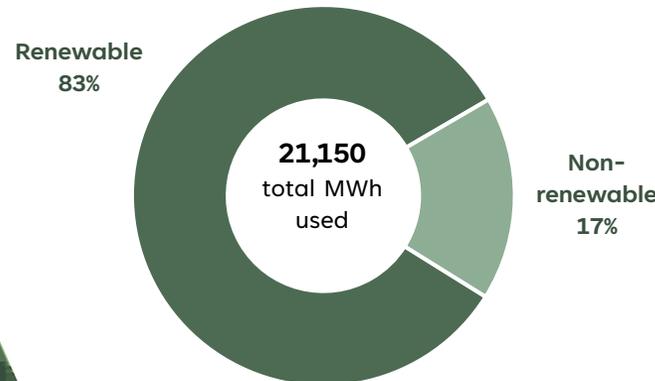
MRC Global is focused on increasing our energy efficiency and use of renewable energy across our global operations. In 2023, our total electricity consumption was 21,150 MWh – 83% of which was from renewable energy sources, including renewable energy certificates<sup>1</sup> (17,354 MWh) and on-site solar generation<sup>2</sup> (132 MWh).

As part of our efforts to improve our renewable energy portfolio, we evaluated the feasibility of implementing on-site solar installations at our U.S. facilities. Based on factors such as available solar area, energy usage patterns, and the duration of our property leases, we determined that on-site solar installation is not a feasible option for us at this time.

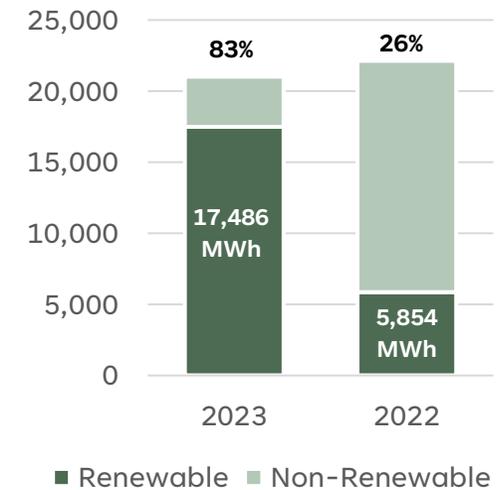
Since 2019, we have purchased retail energy with bundled Green-e certified RECs to decrease Scope 2 (market-based) emissions at 15% of our U.S. locations (30% of our electricity use in 2023). In 2023, we purchased unbundled Green-e RECs for the first time to further decrease our Scope 2 (market-based) emissions for the rest of North America.

MRC Global aims to develop a comprehensive energy efficiency strategy in the near future.

### 2023 ELECTRICITY CONSUMPTION



### RENEWABLE ENERGY USED (%)



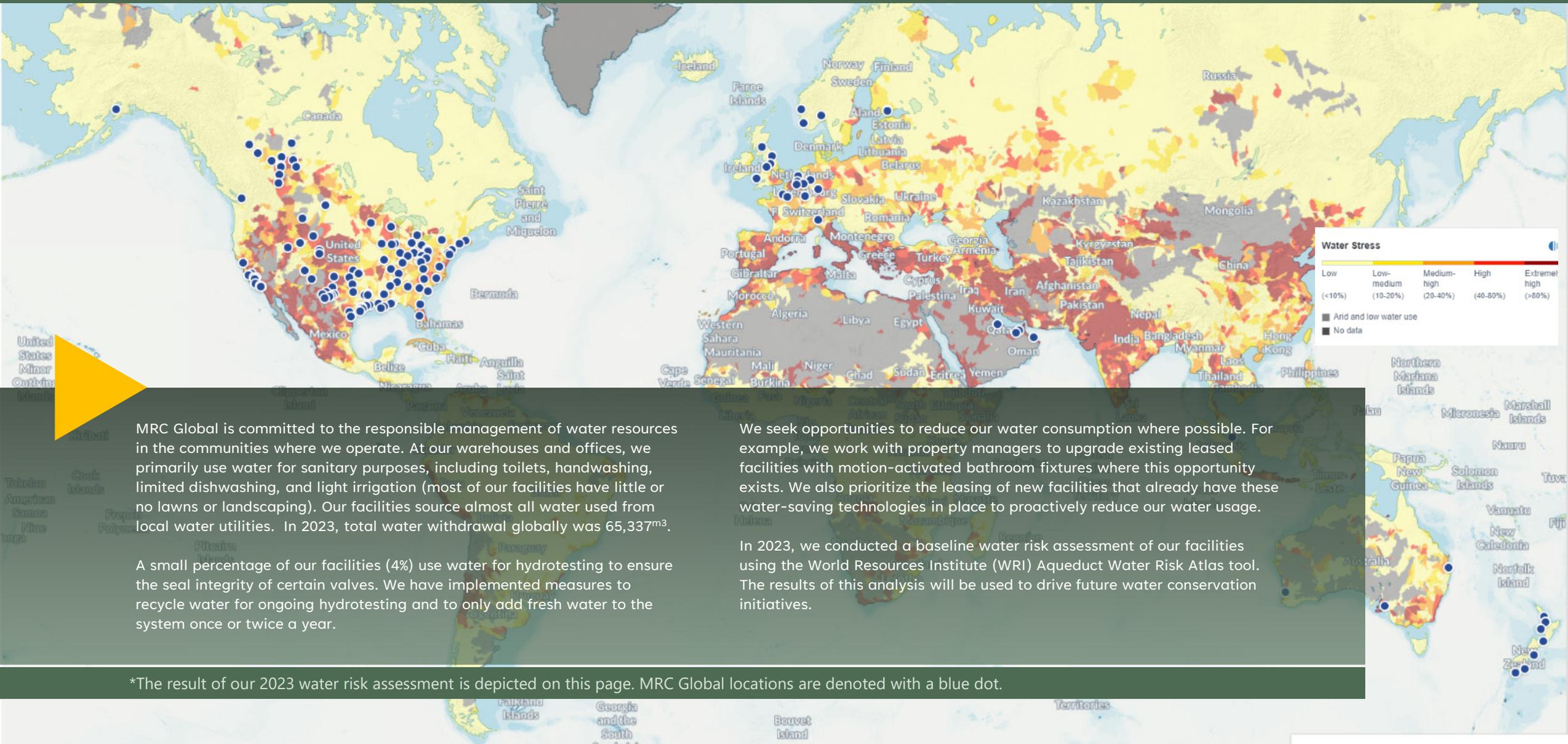
<sup>1</sup> Renewable energy certificates (RECs) sourced from solar and wind energy projects. See highlight on left for details on solar.

<sup>2</sup> One facility in the Netherlands generates some of their electricity through on-site solar panels.

# CLEAR COMMITMENTS

## PRIORITIZING RESPONSIBLE WATER CONSUMPTION

▶ GRI 303-1, GRI 303-3, SASB EM-SV-140a.1, SASB EM-SV-140a.2



MRC Global is committed to the responsible management of water resources in the communities where we operate. At our warehouses and offices, we primarily use water for sanitary purposes, including toilets, handwashing, limited dishwashing, and light irrigation (most of our facilities have little or no lawns or landscaping). Our facilities source almost all water used from local water utilities. In 2023, total water withdrawal globally was 65,337<sup>m</sup><sup>3</sup>.

A small percentage of our facilities (4%) use water for hydrotesting to ensure the seal integrity of certain valves. We have implemented measures to recycle water for ongoing hydrotesting and to only add fresh water to the system once or twice a year.

We seek opportunities to reduce our water consumption where possible. For example, we work with property managers to upgrade existing leased facilities with motion-activated bathroom fixtures where this opportunity exists. We also prioritize the leasing of new facilities that already have these water-saving technologies in place to proactively reduce our water usage.

In 2023, we conducted a baseline water risk assessment of our facilities using the World Resources Institute (WRI) Aqueduct Water Risk Atlas tool. The results of this analysis will be used to drive future water conservation initiatives.

\*The result of our 2023 water risk assessment is depicted on this page. MRC Global locations are denoted with a blue dot.

## BEYOND BOXES

► GRI 304-1, GRI 304-2,  
SASB CG-MR-410a.3

*Our U.S. service centers actively collaborate with waste management and local providers to enhance pallet and wood recycling efforts and reduce landfill waste. We have implemented cardboard recycling programs across many locations and are working to expand this initiative nationwide. Additionally, we recycle paper in our corporate offices and have printed marketing materials on recycled paper since 2019.*

### RESPONSIBLE RESOURCE MANAGEMENT

Waste generated from our operations consists primarily of packaging materials such as cardboard boxes, plastic wrapping, and wood pallets that accumulate during shipping and receiving processes. Additionally, product defects or damages may result in discarded items.

As a distributor and service provider in the PVF industry, wood and cardboard play integral roles in our packaging and shipping processes. While these materials are essential for safely transporting goods, we also recognize the importance of responsible resource management.

While we have not conducted a formal forest-related risk assessment, forest-related risks are addressed in our broader environmental policy, reflecting our dedication to sustainable practices.

*We do not operate sites in or adjacent to protected areas and areas of high **biodiversity** value. Because our operations primarily revolve around office and warehouse spaces, our service centers have minimal disruption to surrounding ecosystems and our activities do not pose any direct threat to endangered species or their habitats.*

# CLOSING THE LOOP

► GRI 306-3, GRI 306-4

## ADVANCING RECYCLING INITIATIVES

MRC Global looks for opportunities to minimize waste generation and promote recycling within our operations. Reducing waste not only conserves resources, but also lowers greenhouse gas emissions linked to material production and disposal. We encourage all team members and contractors to recycle by providing dedicated containers in most of our warehouses and corporate offices.

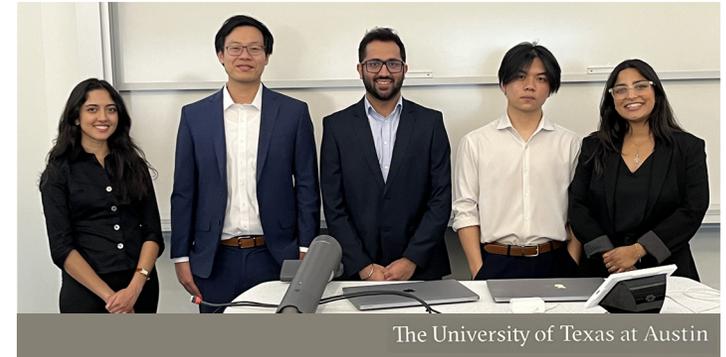
Across our operations in the U.S., we recycled 445 tons of non-hazardous waste and successfully diverted 12% of our total waste from landfills in 2023. While our recycling tonnage is limited to what the end user accepts and purchases, our recycling numbers have increased 39% from 2017 to 2023.

In 2023, we realized our recycling efforts had room for improvement. We have engaged a new waste and recycling vendor for 2024 to expand our recycling coverage across our US operations. This means increased transparency and accountability with monthly metrics to help us manage and optimize our waste and recycling programs. We are also developing processes to better quantify and track our recycling efforts in our international operations.

## SPOTLIGHT ON SIGMA VANISH FILM

*In 2023, we completed our transition to Sigma Vanish film (a biodegradable stretch film) in our U.S. warehouses.*

*To better understand the environmental impacts of this transition, we worked with students from the Longhorn Impact Fellowship at Texas (LIFT). See “LIFT Case Study” highlight on this page.*



The University of Texas at Austin

## LIFT CASE STUDY

*The LIFT team analyzed packaging data from our U.S. operations and the life cycle impacts of both products. The results of this study will help us identify additional opportunities to decrease emissions linked to product packaging. See below key metrics comparing the impact of biodegradable film vs. traditional plastic film.*

Factor	Sigma Vanish	Traditional Plastic Film
Recycled content	30% PCR Film	30% PCR Film
Biodegradability	100% (6-42 month process)	0% (20-500 years)
Film's useful life	2 years	2+ years
Landfill emissions impact <sup>1</sup>	Net-zero	2,838 kg CO <sub>2</sub> <sup>2</sup>

<sup>1</sup> Assuming product is sent to the landfill and Sigma Vanish undergoes 100% biodegradation.

<sup>2</sup> Landfill emissions associated with LLDPE obtained from 2024 EPA GHG Emissions Factors Hub = 0.01 kg CO<sub>2</sub>/lb film produced. Assuming 283,779 lbs of plastic stretch film used in a year (based on 2022 actual usage).

12%

Of total waste diverted in our U.S. operations in 2023



+39%

Increase in our U.S. recycling since 2017

## SUSTAINABILITY DRIVER : ENERGY TRANSITION



MRC Global supplies PVF products and services to alternative and renewable energy projects to advance progress in the global energy transition. MRC Global's industry leadership and technical teams provide comprehensive support to customers around the world to build a wide range of energy transition projects.

**"MRC Global goes hand-in-hand with the global push toward renewable, low-to-no carbon alternative fuels,"** Phil Fahey, MRC Global Executive Director - Business Development, Energy Transition, said. "It's really exciting to be a part of this progress."

Hydrogen, carbon capture, biofuels and renewable natural gas are all pipeline processing applications. Essentially, these alternative fuels need the same products and expertise as traditional downstream and chemical production facilities, which means the future of energy runs through PVF. As the leader in PVF supply, MRC Global's participation in these projects is a natural fit.

"The last thing anyone needs to deal with when they are trying to get a \$7 billion project off the ground is supply chain issues," Phil said. "We are experts in PVF supply chain management, so when we start talking with these **new renewable energy companies** about our value proposition, it becomes apparent very quickly that working with MRC Global can be an important part of their success."

The opportunities for sustainable energy growth are not limited to the new generation of energy providers. **Many of MRC Global's long-established customers are the ones leading the charge in the energy transition.** These traditional energy giants are reworking their existing network or building new facilities as part of the global commitment to net zero emissions by 2050. The PVF supply chain feeding our renewable future is carefully cultivated and maintained by MRC Global's team.



**Phil Fahey**

Executive Director  
Business Development  
Energy Transition



# SUPPLY CHAIN SUSTAINABILITY

► GRI 416-1, GRI 416-2

Building and maintaining a supply chain centered on sustainability expectations is fundamental to our value proposition for our customers. We go to great lengths to select, purchase, and supply quality products that meet these high standards.

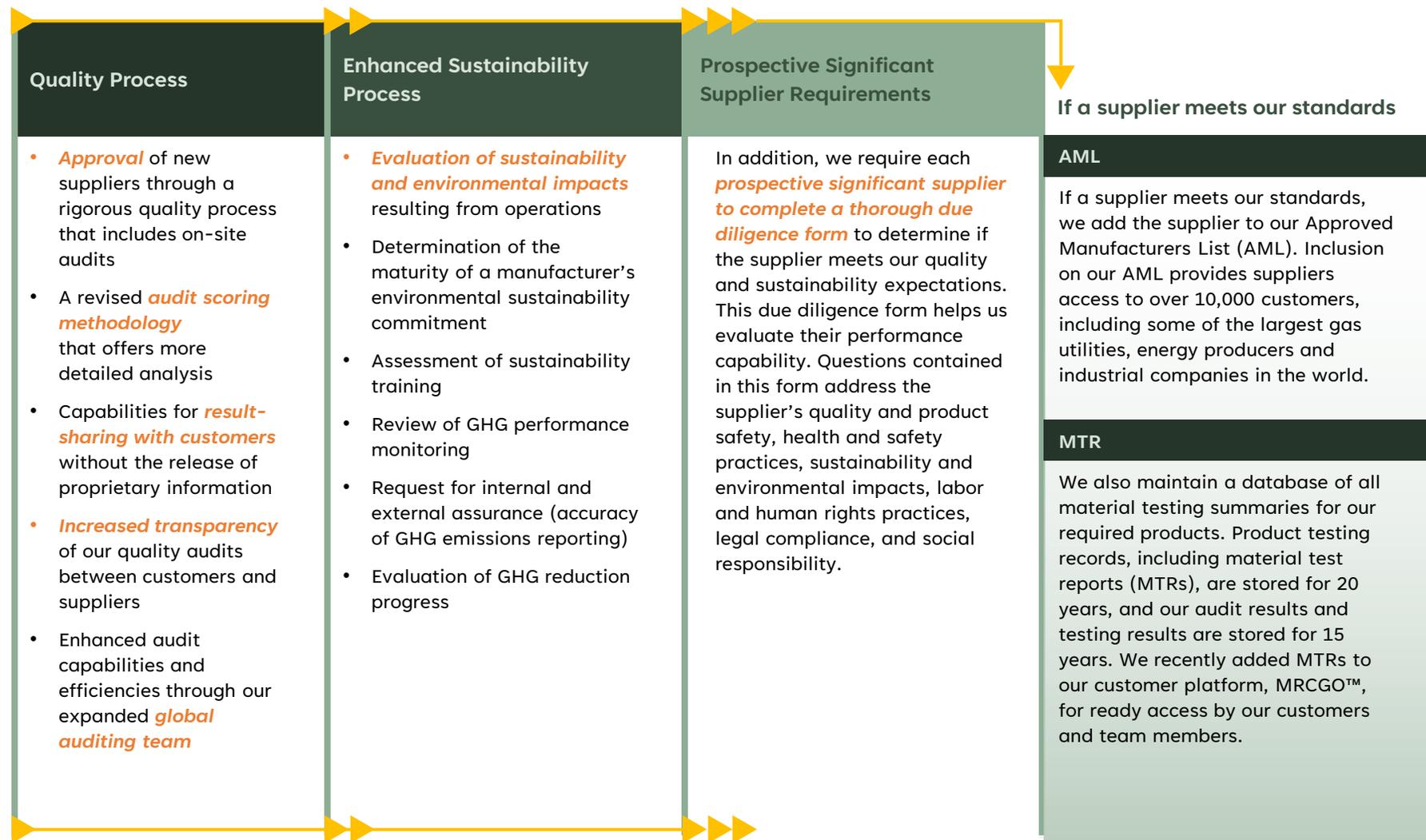
Our product quality assurance program includes manufacturer qualification, product inspection, routine destructive material evaluations, and non-conformance response processes to increase ethical behavior in our supply chain, avoid improper labor practices and encourage environmental sustainability. In the last 12+ years, we have significantly increased the average number of audits we conduct annually, and these new improvements are expected to support that trend.

# SUPPLY CHAIN SUSTAINABILITY

► GRI 308-1, GRI 308-2

Our **enhanced manufacturer quality assessment** includes a detailed sustainability review that covers a wide range of environmental, social, and governance factors. The insights gained from this assessment allow us to evaluate the maturity of our manufacturers' sustainability initiatives and how they align with both our and our customers' sustainability goals. These reviews are available to customers upon request.

**Benefits of our enhanced quality process involves the following initiatives:**



## SUSTAINABILITY DRIVER : QUALITY AUDITS & ESG



**Tom King**

Director  
Quality, Vendors  
& Auditing

Building and maintaining a trust-worthy supply chain is fundamental to our value proposition for our customers and stakeholders. MRC Global's audit and product quality assurance process is at the heart of its supply chain strategy. **Our quality team incorporates robust, in-person audits of MRC Global's manufacturing base, including quality control, human rights, and traditional environmental programs. In 2022, we enhanced our environmental sustainability in our quality assessment process.**

"We have the most efficient auditing processes in our industry," Tom King, MRC Global's Director – Quality, Vendors & Auditing, said. Tom and his team have customized a process for verifiable information through document validation and in-person observations. "I'm proud MRC Global is taking the lead in this area. **Understanding how a supplier trains and protects employees and protects the environment throughout their process as part of our formal audits helps create a more complete picture.**"

"If a manufacturer has good sustainability processes in place, it should lead to more efficient processes," Tom explained. "MRC Global's auditing process is a holistic approach consisting of several key areas all happening simultaneously. It really is beautiful. The result is a true, complete audit with everything you could ever want to know about that manufacturer so we can make the best possible long-term business decisions."

MRC Global's auditing process creates greater transparency around developing environmental and social responsibility expectations between suppliers and end-users. Over time, this transparency allows customers and suppliers to work together to improve

the sustainability of their supply chain centered on proven data provided by MRC Global.

**"Without real, verifiable data, you can't make good supply chain decisions,"** Tom said. "There's no Chat GPT for the sustainability practices of a foundry. When we're visiting a manufacturing facility, I may be looking at a valve to determine the technical quality of that product, but I'm also looking to be sure that an employee driving the forklift has the proper PPE and has been trained to do his job or another individual is disposing of paint waste properly. **We review documents and conduct interviews to determine whether human rights are upheld in the workplace. We obtain detail on sustainability efforts such as renewable energy generation and consumption, water use and treatment, and more.** If you are only focused on the product requirements, you will miss the human rights and environmental proof points which can be more subtle and ultimately require in-person proof to get the most comprehensive picture of that manufacturer's operations."

We include an **analysis of these sustainability topics in our manufacturer scorecard**, providing MRC Global and our customers visibility and the ability into a manufacturer's practices. This enables us to determine the impact that sourcing through a particular manufacturer has on a customer's sustainability objectives.

"This detail sets us apart as a PVF distributor. And, it is a game-changer for collecting meaningful information to improve the sustainability of the supply chains supporting our customers."

# SUPPLIER DIVERSITY

► GRI 204-1

## Certified Diverse Categories of MRC Global's Supplier Network

Small Business Enterprise (SBE)	765
Women Business Enterprise (WBE)	155
Veteran Business Enterprise (VBE)	54
Minority Business Enterprise (MBE)	53
Disadvantaged Business Enterprise (DBE)	9
Small Disadvantaged Business (SDB)	3
Historically Underutilized Business Zone (HUBZone)	1
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	1
	1,041

2023 was our first year with a dedicated leader to advance our supplier diversity initiatives. While we have tracked our spending with diverse suppliers for several years, 2023 was a building year for development of a formal program and immersion into the supplier diversity community network. We aim to dispel misconceptions around diverse suppliers and to accelerate our incorporation of diverse suppliers into our supply chain for the benefit of our company, our customers, and our communities. **Diversifying our supplier base drives innovation and resiliency in our supply chain, as well as economically strengthening the communities in which we live and work.**

Our supplier diversity program actively seeks and promotes products and services from **certified manufacturers and service providers that are majority owned and operated by diverse individuals**. MRC Global is committed to development of these diverse businesses in its supplier program and through participation with both national and local business councils and supplier development organizations.

In 2023, our supplier diversity program increased internal education and advocacy to improve representation of certified diverse suppliers in our supply chain. For example, we **engaged a third-party leader in supplier diversity in a virtual “fireside chat”** to improve our sales and supply chain teams' understanding of supplier diversity programs, dispel misconceptions, and tackle challenges. We engaged numerous internal stakeholders with purchasing responsibilities to better understand requirements and opportunities to add diverse suppliers, networked with and vetted numerous options, and developed a tracking function. We improved the identification, analysis, and reporting of our diverse spend, both direct and indirect, through a new innovative tool (owned and operated by a certified diverse technology company). We are determined to integrate supplier diversity practices into our overall business objectives and purchasing strategies to create a more inclusive culture.

## SUSTAINABILITY DRIVER : SUPPLIER DIVERSITY



**Fontaine Stegall**  
Supplier Diversity  
Program Manager

Fontaine Stegall is our **first dedicated leader to advance our supplier diversity initiatives.** After one year in her role, she has made strides building a strong foundation for the future of MRC Global's supplier diversity program.

"Supplier diversity is about how we can make our supply chain more reliable and more flexible," Fontaine said. **"For me, taking on this role as a minority, woman and veteran means I get to help people like me get an opportunity to be evaluated by a leader like MRC Global."**

**Our supplier diversity program aims to identify new talent and create a pathway to sustainable, scalable growth for suppliers, while providing guidance and support along the way.** Diverse suppliers are looking for opportunities to demonstrate that their capabilities are equal to, or surpass, those of their non-diverse competitors. We have found our diverse suppliers are remarkably agile and willing to adjust to the ever-changing demands of our business.

**Most of these diverse suppliers are simply looking for a connection to test the strength of their business.** "There is a lot of room to promote change so that a smaller, diverse company can secure access to the top-tier customers MRC Global has to offer, but it can't happen without intentionality," Fontaine said. "Through our rigorous audit and supplier evaluation process, many of these companies learn what is required of them and what they need to improve. There is great value in this."

**"Our standards for an approved manufacturer do not change, so it is a long process but very rewarding.** Through this process, the result is the addition of strong, innovative suppliers to our supply chain. **This is good business on all sides that creates an economic ripple effect for our customers, suppliers, and our diverse communities."**



## SUPPLIER CODE OF CONDUCT

We have more than 8,500 suppliers worldwide from over 50 countries, and we require that each supplier, contractor and third party with whom we do business maintains high standards in the conduct of its businesses and operations by adhering to our [Supplier Code of Conduct](#). This document details the behaviors, practices and responsible business standards with which we expect our suppliers, contractors and third parties to comply. For more information, see our [Supplier Code of Conduct](#).

## CONFLICT MINERALS

As a distributor of products manufactured by other companies, MRC Global does not directly purchase any conflict minerals from any source and is many levels removed from the mines, smelters and refiners that produce the metals used in the products manufactured by our suppliers. We support the goals of the Dodd-Frank Act and related applicable 2012 U.S. Securities and Exchange Commission (SEC) rules of preventing armed groups in the Democratic Republic of the Congo (DRC) from benefitting from the sourcing of conflict minerals. We desire to have a conflict mineral-free supply chain with ethical sourcing of materials and products. Our supply chain program strives to prevent purchased products from containing conflict minerals (tin, tantalum, gold and tungsten) that directly or indirectly finance or benefit armed groups in the DRC or adjoining countries. We require the suppliers and manufacturers of the products distributed by us to adopt the same policy for their businesses and comply with applicable legal standards and requirements. For further information, see our [Conflict Minerals Policy](#), and our annual [Form SD and Conflict Minerals Report](#).



# SOCIAL

► GRI 403-1, GRI 403-2, GRI 403-4, GRI 403-5, GRI 403-9, SASB EM-SV-320a.2

# HEALTH & SAFETY

Safety leadership is a fundamental part of our culture at MRC Global and our first Core Value. Our dedication to providing safe working conditions and involving all team members in our safety efforts has been fundamental to our company’s success.

**At MRC Global, we believe zero injuries is an achievable goal.** In 2023, we continued our multi-year trend of zero fatalities on the job. Our safety metrics include our total recordable incident rate (TRIR), lost time incident rate (LTIR), and recordable vehicle incident rate (RVIR). **Our safety performance continues to exceed the U.S. Bureau of Labor Statistics (BLS) averages for wholesalers of metal products and the National Association of Wholesale Distributors (NAW)<sup>1</sup> averages.**

In addition, our RVIR has also remained low at 0.83. **MRC Global has systems in place for detailed tracking of Serious Near Misses (SNMs) and manages them with the same rigor as actual incidents.**

Our Near Miss Frequency Rate (NMFR) for 2023 increased, at least in part, due to greater education and emphasis on the importance of near miss reporting and because our team members are using their stop work obligation before a near miss occurs. We continue to view our NMFR positively as an indicator that our team members are willing to report near misses. Near miss reporting reveals that our safety culture encourages this reporting to identify specific improvements to remediate for a safer work environment.

**Our SVP – Sustainability is responsible for leading our safety program and makes quarterly reports to our Board on safety initiatives and performance.** We continually strive for safety culture building to reduce risk of injury. We utilize a combination of trainings such as on-the-job training methods, in-person workshops, live-online workshops, and interactive online safety lessons. We also utilize safety culture-building tools like peer testimonials, manager-led discussions of lessons learned from incidents or SNM reviews, annual safety summits, a dedicated safety leadership month and more to develop each of our team members into safety leaders. For more, see p. 2 of our 2024 Annual Report on [Form 10-K](#) and our 2022 ESG Report at pp. 46-49.

## Total Safety Training

**32,096 hours**

**24% increase over 2022  
(25,807)**

### LTIR

Year	BLS <sup>2</sup>	NAW <sup>3</sup>	MRC Global
2023	*	*	0.22
2022	1.6	1.05	0.12
2021	1.6	1.1	0.48

### TRIR

Year	BLS <sup>2</sup>	NAW <sup>3</sup>	MRC Global
2023	*	*	0.69
2022	3.50	3.07	0.78
2021	3.40	2.78	1.09

<sup>1</sup> NAW’s members have excess of \$1 billion in annual revenue and serve as a highly relevant peer group to MRC Global.

<sup>2</sup> For wholesalers of metal products; 2023 data is not available as of the release of this report.

<sup>3</sup> Based on NAW’s Safety Survey Results; 2023 survey results are not available as of the release of this report.

# TEAM MEMBERS

► GRI 2-7, GRI 2-26

*We are a global team of over 2,800 team members in 16 countries dedicated to our customers, our communities, and each other. MRC Global team members regularly go out of their way to provide excellent service to our customers, support each other in times of need, and uplift the communities where we live and work.*

## TEAM MEMBER ENGAGEMENT SURVEY RESULTS

Year	Participation Rate	Engagement Score
2024	82%	7.6
2023	83%	7.6
2022	78%	7.1

## DIVERSITY AND CULTURE

As we operate in 16 countries with a global and diverse customer base, we strive to build a team that reflects this diversity of cultures, backgrounds, and approaches in our business. We are committed to maintaining **a harassment and discrimination-free workplace** where every team member feels safe, valued, and encouraged regardless of age, gender, race, religion, ethnicity, sexual orientation, veteran status, disabilities, or backgrounds. We want every one of our team members to have the opportunity to advance his or her career.

— **Build-the-Bench Program** – we intentionally recruit diverse cohorts from wide-ranging employment experiences into a sales and service representative training program with the goal of increasing diversity while leveraging our investment in their knowledge, experience, training, and corporate culture

— Since 2021, **9%** of trainees were promoted; of those promoted, 80% were female or racially or ethnically diverse

— Of the trainees hired in 2023, **71%** were female and **36%** racially or ethnically diverse

— **English as a Second Language (ESL) Initiative** – Texas-based pilot to recruit from the Spanish-speaking labor pool and offer free comprehensive onsite ESL classes during working hours through a partnership with a local community college

— **Management, Director and Above Positions** – we use diverse candidate slating to increase consideration of diverse candidates

— **Succession Planning** – high-potential team member identification includes diverse candidates for promotions and developmental assignments

Our Core Values underpin our culture and are fundamental to the training our new hires receive. In addition, we maintain an independent process for confidential reporting of workplace concerns through our **ethics hotline**, and the ability to bypass management and directly contact the Legal or HR Departments or the company’s Audit Committee regarding concerns.

We conduct a third-party administered **annual team member survey**. It is electronic, secure, and confidential to encourage honest feedback. This system can tailor survey questions based on any demographic data in our human capital management system (e.g., management level, country, region and job title, among others) and configure dashboards to provide leadership rich data about the identified strengths and opportunities for improvement. Our executive leadership team reviews the analytics and trends, **identifies actionable items, and implements change** in response to the feedback. We announce those results company-wide in our **CEO Town Hall** and identify new action items we plan to address. MRC Global strives to be an **employer of choice** and feedback from our workforce is critical to understanding our team members’ perception of the company and their priorities in their careers with us.

For more information on our Diversity, see “Human Capital” starting on [p. 5 of our Annual Report on Form 10-K](#).



## TALENT MANAGEMENT & RETENTION

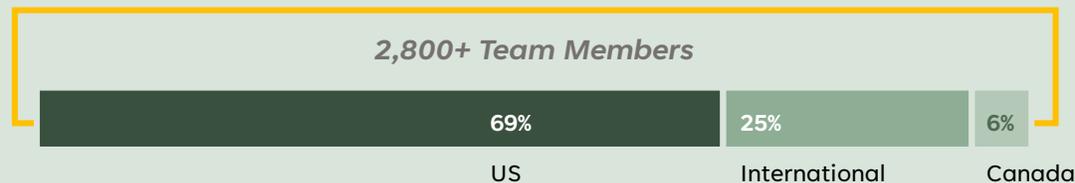
We seek to recognize and reward our team members and create a culture that attracts and retains leading talent.

We believe that we provide our team members with competitive compensation within our industry in the form of wage or salary, depending upon the position. **In 2023, we paid our U.S. hourly team members (where 69% of our total team members live and work) at least \$15.75 per hour beginning in their first year of employment** and in other countries we pay the living wage that is prevailing for our industry. In the U.S., Canada, and Australia, we offer a **defined contribution retirement plan** and in other countries we offer similar plans or participate in local government retirement schemes. In addition, we offer a cost effective, comprehensive **medical and health plan**. In 2023, we offered qualifying U.S. team members **paid parental leave**. For those positions where short-term incentives, such as **annual or quarterly bonuses** are applicable, we align our incentives with overall financial results. While we align overall incentive payout with financial results, many team members are also incentivized on non-financial performance objectives and safety or operational efficiency goals or project objectives. At the end of each year, team members and their supervisors undergo an **annual check-in review process** on performance.

Total rewards for executive compensation, see “Item 11 Executive Compensation” starting at p. 33 in our [Annual Report on Form 10-K](#) and a detailed explanation in “Compensation Discussion and Analysis” starting at p. 49 in our [2024 Proxy Statement](#).

## TEAM MEMBER RELATIONS

We consider our relationships with our team members to be excellent, as verified by engagement surveys and other feedback mechanisms. We are **committed to freedom of association** and our team members’ desires to bargain collectively.



US, Norway,  
Australia

*93 team members belong to a union  
159 team members are covered by  
union-negotiated agreements*

## TEAM MEMBER DEVELOPMENT & LEARNING OPPORTUNITIES

We provide our team members with educational tools and development opportunities to continually improve their talent and skills. We have an Organizational Development and Learning team that develops and presents training to team members.

Because our workforce is distributed over 214 locations in 16 countries, we have a strong internet-delivered learning management system (LMS) that has many training modules that can be accessed throughout our company. The LMS maintains both our **core training content** to meet compliance obligations **and our wealth of discretionary content** for team member development. We have a LMS consisting of a Netflix-style interface that builds engagement and training utilization with **individualized content offerings based on job duties**. This enhanced format effectively encourages team members to take advantage of our optional training opportunities and has resulted in a sharp increase in the number of individual users accessing our discretionary online training content.

We require team members to complete modules on **anti-harassment, anti-discrimination, legal compliance, safety, and computer systems security** at regular intervals. We provide additional training covering the company's proprietary procedures and systems, product knowledge, leadership and management, sales skills, Office 365 applications, and a wide variety of information technology (IT) areas. Each year, we develop new training that covers particular initiatives of importance. We live-stream our **"Safety Standup"** training on a quarterly basis. We also produce a **monthly video segment, "Coffee with Rob,"** in which our CEO focuses on highlighting our business strategy, Core Values, safety culture, corporate policies, and resources and provides individual team member recognition.

In addition, we have a dynamic human capital management system. The system's framework expanded with the use of **team member talent and career profiles to highlight individual skills and experience for future career growth**. As we are increasing our digital capabilities through our MRCGO™ offering as well as other internal initiatives, we are increasing the capabilities of team members to develop, implement, use, and promote those digital platforms. In addition to modules on the company's LMS, we provide team members many opportunities to grow their product knowledge through targeted training by the company, its suppliers, or its customers.

### Percentage of our total workforce across all locations who received

98.5%

*Anti-Corruption & Anti-Bribery<sup>1</sup>*

98.5%

*Workplace Equality, Harassment, & Discrimination<sup>1</sup>*

Our on-boarding process for new team members provides a broad and accelerated understanding of MRC Global's business and culture. We also periodically assess our team members' satisfaction through company-wide surveys (as referenced under [Diversity & Culture](#) above).

For more information on our Diversity, see "Human Capital" starting on [p. 5 of our Annual Report on Form 10-K](#).

<sup>1</sup>All team members are required within five days of employment to take compliance training, and team members have 90 days to take required refreshment training, so the training percentages above reflect a lag in new team member completion.



## CAREER DEVELOPMENT

### ***Annual Team Member Development Review***

- Feedback on successes and opportunities for improvement
- Feedback on developmental and growth opportunities

### ***Human Capital Management System***

- Team members can elect to highlight skills and experience for internal opportunities
- Team members can also express interests for future career growth which improves internal referrals

### ***Virtual Career Panel Series***

- Panel discussions with team members in key roles about their jobs
- Provides information and path for internal promotions or lateral movement

### ***Tuition Reimbursement Plan***

- 6-months of service to qualify
- Applies to select graduate and undergraduate courses

### ***Apprenticeship Programs***

- Available in certain countries in our International region
- Provides on the job training and experience in technical product roles

## TEAM MEMBER AND LEADERSHIP DEVELOPMENT PROCESS

### Leadership Planning Process

Our Human Resources team facilitates a review of our company leadership for all director and above roles for each of the business and functional teams in the company. This leadership planning process occurs twice a year with a full census review of all leaders for talent mapping and calibration, development assignments and succession plans. The process also incorporates identification of emerging leaders in the company, as well as comprehensive remuneration review for internal equity and market competitiveness.

### Customized Career Development & Skills Training

Our Organizational Development and Learning team collaborates closely with health, safety and environmental (HSE) stewards, field operations, department management, and executive leadership to enable team member and manager development across the enterprise. Career development training includes a broad variety of options, from leadership development, communication skills, sales excellence, technical content, and operations systems/processes.

#### Dynamic Formats *(tracked)*

Training is conducted in a variety of formats to effectively appeal to a wide variety of adult learning styles and preferences including self-guided e-Learning, instructor-led training (ILT), virtual instructor-led training (VILT), and informal on-the-job training (OJT). Training is role-specific, ensuring content is relevant and supports short-term and long-term performance needs.

#### Informal OJT *(not tracked)*

Given our global footprint and operational efficiency, many locations operate with small teams that are cross trained for multiple functions. Informal OJT conducted in the moment is not possible to quantify, however it represents a large percentage of development activities within MRC Global. As such, OJT hours are not included in the metrics covered in this report.



"What I'd Like to Be:"  
Virtual Career  
Panel Series

► GRI 2-20, GRI 404-2

Series features panel discussions on the day-to-day life, including the challenges and rewards of a particular job with MRC Global team members in that role. Those considering a career path into the featured role can engage with the panelists in a live virtual discussion to learn more. Examples include: Sales & Service Representatives, National Account Managers, Outside Sales Representatives, Automation Service Technicians, and Technical Inside Sales Representatives.



### Warehouse Excellence Foundations Program

Formalizes and standardizes OTJ training across all U.S. warehouse operation functions for new hires to increase quality, safety, and consistency of new hire onboarding experience and concludes with an assessment and certification of all primary warehouse tasks

# MONITORING FOR SUCCESS

► GRI 401-1

## Data Drives Decisions

We, with oversight from our board's Human Capital Management Committee, monitor our workforce to determine its overall effectiveness by reviewing metrics related to headcount, composition, recruitment, performance (such as revenue per team member, safety ratings, attrition, or adjusted EBITDA) and selling, general, and administrative expense as a percentage of sales. We also use **people analytics** and our **annual survey** to assist in our strategic workforce planning, identify current workforce skills gaps, recruit and hire new talent, identify flight risks to improve retention, and obtain competitive intelligence.

To deliver data-driven people practices and drive decisions to support our business, we use **data** mined from our Human Capital Management System (HCMS) platform to **analyze and inform our strategic workforce planning, organization development, learning, and recruitment practices.**

	2023	2022	2021
<b>Total team member turnover rate</b>	19%	23%	19%
<b>Team member voluntary turnover rate</b>	15%	19%	15%

## Data Driven Action Planning Increases Effectiveness

We further track data to develop team member specific strategies and action plans. We gather both qualitative and quantitative data from different sources and methods to effectively build tangible initiatives that drive the outcome for our team members and our business. We create custom team member-specific experiences and actions considering their location, management level or any other team member parameter within our HCMS. Managers are provided with information to help take steps to drive action, reinforce behaviors and tap into the levers that drive team member attraction, engagement, and retention.

**EXAMPLE:** We tracked data for the hire-to-exit lifecycle of our high-volume roles. To understand and reduce time to hire, determine motivational fit, effective onboarding of new team members and retention, we have analyzed and triangulated data we received through exit interviews, stay focus group interviews, and turnover data and engagement by location, tenure, and department. This has helped us in understanding turnover dynamics in high-volume roles and develop strategies to improve retention and mitigate talent loss.

We implemented a **dynamic team member survey** to solicit feedback on what we do well and what we could improve to enhance our team members' experience and growth within the company (as referenced under Diversity & Culture). These survey results provide the company with **useful metrics on team member engagement.**

We also **monitor** our team member **exits** and **solicit direct feedback** to determine the reasons why team members leave the company.

**EXAMPLE:** In 2023, we leveraged technology and implemented a SMS text survey to departing team members to obtain better insight into team member experiences and guide us towards workplace improvements.



## PATH TO PAY EQUITY

We strongly support both the letter and the spirit of the current U.S. laws on **pay equity**, including the long-established Equal Pay Act, which requires that men and women be given equal pay for equal work in the same establishment. This law allows pay differentials when they are based on seniority, merit, quantity or quality of production, or a factor other than sex. We fully support equal pay for equal work. While we have not yet conducted a holistic pay equity study, we have **conducted market analysis** on a group basis for certain of our functions, on an individual basis for hiring and retention, and provided group-wide increases throughout the year for market competitiveness.

With the implementation of our HRIS platform, we now have a data host and system that provides for much improved analytics related to pay. While we do not have a pay equity monitoring program now, in 2023, we **developed a project plan to redevelop our job architecture**, which includes a pay banding program in our U.S. market as the first step in that direction. This job architecture plan was **implemented for one of our group functions**, but further implementation **across other functions in the U.S. is expected in 2024**. This project will provide the framework we need to start the pay equity analysis.

For more information on our Diversity, see “Human Capital” starting on p. 6 of our [Annual Report on Form 10-K](#).

# COMMUNITY IMPACT – MRC GLOBAL CARES

▶ GRI 413-1

## PVF Roundtable Scholarship Sponsorship

As a leader in the PVF industry, we recognize the need to invest in the next generation of industry professionals. This commitment has led us to **fund an annual scholarship** through the PVF Roundtable **with Texas A&M University for students in the industrial distribution field of study**. In 2023, our team members donated their time for the PVF Roundtable, including volunteer services for the creation of promotional video and materials, quarterly board meetings, and other activities to support the scholarship committee’s needs. The company also sponsors multiple events throughout the year, which raise money for additional scholarships at other industrial distribution programs and trade schools.



## Family Fun Day Charleston, WV

MRC Global hosts **biannual Family Fun Day events** at the Charleston and Houston campuses for team members and their families. Through the generous donations of sponsors in the PVF community, along with ticket sales from a 50/50 drawing and activities like the dunk tank and cake walk, tens of thousands of dollars are raised to **benefit the American Heart Association**.

## CARES COMMITTEES

Three of our largest locations have **volunteer-led Cares Committees**. These groups create an environment where all team members feel respected and valued for their unique contribution to our company. Together, they help our team members feel more connected, inspire participation in activities and charitable events as one MRC Global team, and reach more communities that are important to our team members, such as the Houston Food Bank.



# COMMUNITY IMPACT



## Corunna, Ontario, Canada

The Corunna, Ontario team dressed up their new MRC Global truck with more than 1,000 lights and handed out candy in their town holiday parade.



## Coraopolis, Pennsylvania

Teams in Toledo, OH; North Salt Lake, UT; and Coraopolis, PA (pictured) held food drives to benefit local food pantries during the 2023 holiday season.



## American Heart Association

Our national support for the American Heart Association (AHA) is deeply rooted in our corporate legacy. In 2023, we sponsored and served on leadership planning committees for Heart Walks in Houston, TX and Charleston, WV. We also participate in Houston's CycleNation and Go Red for Women luncheon.

# COMMUNITY IMPACT

## Houston, Texas

Throughout the year, MRC Global’s Houston team worked on a community service project supporting **Kids’ Meals**, a local charity that addresses the hunger and food insecurity for children ages 5 and under who are not only at a critical developmental stage but also cannot access school-based free meal programs.

We decorated approximately 300 lunch bags, held a month-long food drive and then stuffed and delivered them to the organization.



## Permian Basin, Texas

MRC Global’s team of PVF experts in the Permian Basin often use their BBQ expertise to benefit important causes in their community. In 2023, the MRC Global pit supported causes like **New Teacher Appreciation meals** at local school districts, **United Way** and **local police, sheriff and volunteer fire departments**.



## Seaham, United Kingdom

The Seaham, UK team donated nearly £300 worth for the "Mission Christmas" **Children’s Christmas** toy collection.



## CHARITABLE CONTRIBUTIONS

We make grants to nonprofit organizations in our communities for charitable causes, including education, health and human services, arts and humanities, and civic projects. In 2023, we made charitable contributions across a wide range of causes including, but not limited to, the [American Heart Association](#), [United Way](#), [Special Olympics](#), [Make a Wish Foundation](#), [Boys & Girls Club](#), [Susan G. Komen](#), [the Boy Scouts of America](#), [the YMCA](#), [Habitat for Humanity of Kanawha](#), and [Spindletop Community Impact Partners, Inc.](#)

## NO POLITICAL ADVOCACY

MRC Global does not use corporate funds for political advocacy, and in 2023 no funds were allocated to lobbying expenses. In addition, MRC Global does not provide matching gifts related to team member political donations or solicit for corporate political action committees.



# GOVERNANCE

## GOOD GOVERNANCE

We believe that good governance is the foundation for good business and how we serve our customers. Our emphasis on the highest standards of ethics and integrity begins with our Board of Directors (our Board) and our Executive Leadership Team (ELT) and extends to all levels of our organization.

*MRC Global is committed to sound principles of governance and has adopted corporate governance practices that promote the effective functioning of our Board, its committees, and our company. The primary responsibility of our Board is to foster the long-term success of the company by promoting the interests of our stakeholders. Our Board believes that strong corporate governance is critical to achieving our performance goals and to maintaining the trust and confidence of customers, investors, team members, business partners, local communities, and all other stakeholders. To properly reflect the level of emphasis our Board puts on ESG matters, the Board has renamed its Governance Committee to the ESG & Enterprise Risk Committee.*

*The following pages summarize our corporate governance practices and provides direct links to detailed content in our [2024 Proxy Statement](#). For example, a more detailed description of the company's Corporate Governance is in our [2024 Proxy Statement](#) at p. 38 under the caption "Corporate Governance Matters."*

# CODE OF ETHICS

▶ GRI 410-1

## HOW WE ACT IN THE BEST INTERESTS OF THE COMPANY

- Integrity in business
- MRC Global's Core Values
- Avoiding conflicts of interest
- Using information technology resources responsibly
- Safeguarding company property and information
- Avoiding business with sanctioned countries or persons
- Operating without discrimination or harassment
- Reporting possible ethical or policy violations
- Reporting violations without fear of retaliation
- Training on how to spot red flags for corruption
- Avoiding accidental government contracts
- General ethical principles
- Avoiding insider trading

We are committed to high standards of honest and ethical behavior, and integrity in carrying out our business activities. Business Ethics is a fundamental Core Value of our company. All team members must follow our **Code of Ethics**, compliance policies, and applicable law in all our activities and operations globally. We rely on the good judgment, high standards, and the examples of our directors, officers, and team members as the principal guides to ethical conduct. We conduct **training** and **testing** of our officers and team members on these issues on a regular basis. We require our team members to complete an **annual online compliance ethics questionnaire** concerning their activities to certify their compliance with our ethics policies. We have an additional strict code of ethics to which our senior officers must adhere. Our compliance function routinely reviews recent developments in law so that we can immediately update our policies and practices to maintain our high standards.

Given that our workforce is distributed across 34 U.S. states and 16 countries, we utilize an on-line learning management system (LMS) to deliver broad-based training to our team members. Our **compliance training is interactive and practical** with industry-specific scenarios to engage our team members on important topics that impact compliance and our business ethics. This **four-part "ONE MRC Global" Compliance Training** is a comprehensive series that addresses general ethical principles, anti-bribery and anti-corruption, human rights and environmental protection dimensions. Our international team members have access to localized and translated content. By establishing and reinforcing a company global standard for ethics and conduct expectations, these modules transform complex legal topics into easily comprehended practices. Team members learn our requirements in practical, actionable terms. Our "ONE MRC Global" Compliance training covers the content noted at left and on the following page.

**100%**  
participation

*Annual online compliance ethics questionnaire*

# WE TRAIN OUR TEAM MEMBERS ON:

## HOW WE TREAT OUR CUSTOMERS & SUPPLIERS

**Fair** competition

**Providing** quality products and services

**Accurate** billing procedures

**International** trade controls *(counterparty screenings and licenses)*

**Seeking** business openly and honestly *(fair dealing)*

**Respecting** customer physical property and confidential information

**Screenings** of counterparties, agents, & third-party representatives

**No** kickbacks

**No** commercial bribery

**No** facilitating payments

**No** improper payments to government officials

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**Adherence** to Gift and Hospitality Policy, Travel and Entertainment Policy, audited expenses, and international gift registry

**Zero** tolerance for child labor and unethical labor practices

**Reporting** of violations without fear of retaliation

## HOW WE TREAT OUR SHAREHOLDERS

**Honest** and accurate books and records

**Financial** disclosures and preventing fraud

**Third party** audit assurance on financial statements

**Reporting** violations without fear of retaliation

**Commitment** to strong shareholder value

## HOW WE TREAT OUR COMMUNITIES

**Protect** the environment

**Avoid** political contributions

**Focusing** on safety and health at all levels

**Supporting** our communities through projects and charitable contributions

**Respecting** human rights



# BOARD MEMBERSHIP & DIVERSITY

The Board of Directors regularly considers the long-term composition of our Board and how the members of our Board change over time. The entire Board selects nominees for the Board in accordance with the procedures and criteria set forth in our Corporate Governance Guidelines. For information on our Board’s qualification process, see our [2024 Proxy Statement](#) at pp. 38-40.

Following our 2023 board election, **44%** of our directors were from diversity groups. Our Board leadership positions were **75%** held by diverse groups, including our Chairman<sup>1</sup>. Our Board was composed of the following members:

Director	Richard Elliott	Richard Hetherington	James Campbell	George Stevens	Barbara Duganier	Harold Miller	Anna Robinson	Rob Taylor	Robert Wood
<b>Chairman</b>									
<b>Non-Executive Director</b>	X	X	X	X	X	X	X	X	X
<b>Executive Director</b>									
<b>Gender</b>									
Male	X	X	X	X	X	X	X	X	X
Female									
<b>Ethnicity</b>									
White	X	X	X	X	X	X	X	X	X
Black									
Hispanic/Latino									
Asian									
Other									
<b>Age</b>									
Under 35									
35-44									
45-54									
55-64									
65+									

<sup>1</sup> As of the release of this report, we have added two new directors, David Hager and Daniel Silvers; Barbara Duganier has retired.

## BOARD COMMITTEES

The Board currently maintains three permanent committees that have been tasked to assist with the oversight of their respective areas of focus and certain categories of risk management, and the committees report to the Board regularly on these matters. The Board's committees are the **Audit Committee, ESG & Enterprise Risk Committee, and the Compensation & Human Capital Committee**. The responsibilities of each of these committees is set forth in greater detail in our [2024 Proxy Statement at pp. 42-47](#).

## EXECUTIVE COMPENSATION & ESG PRIORITIES

Our compensation program is designed so that higher-ranked executives have a greater percentage of their compensation contingent on the company's financial performance, long-term stock price performance, and other key performance indicators, described collectively as **"at-risk" compensation**. The company believes that having a significant portion of our executives' compensation at risk more closely aligns their interests with the company's long-term interests and those of the company's stockholders. As ESG metrics, some of the company's **safety goals are reflected in the 2023 and 2024 short-term cash incentive compensation** opportunity for the CEO and other members of our executive leadership team. Specifically, a portion of that compensation opportunity will be based on achieving our annual internal objectives related to safety performance as measured by the company's total recordable incident rate (TRIR) and lost time incident rate (LTIR).

A more detailed discussion of our executive compensation program is available in our [2024 Proxy Statement starting at p. 49](#) under the title "Compensation Discussion and Analysis."

## THE BOARD'S OVERSIGHT OF RISK MANAGEMENT

▶ GRI 2-9,  
GRI 3-3

The Board is responsible for overseeing the company's risk exposure, as part of determining a business strategy that generates long-term stockholder value and improved ESG performance. The Board shapes our enterprise-wide risk policies and acceptable risk tolerance levels that provide the foundation for our overall business strategy and recognizes that risk mitigation not only preserves value, but, when managed appropriately, can create value and opportunity for the company. For details on our Board's oversight of risk management, please see our [2024 Proxy Statement at pp. 42-47](#).

## THE BOARD'S OVERSIGHT OF INFORMATION & CYBERSECURITY

Our Board appreciates the importance of maintaining the confidence and trust of our customers, suppliers, and team members. As part of the Board's role as independent oversight of the key risks facing our company, the Board devotes regular and thorough attention to our data, information technology (IT) systems and, development (including the company's e-commerce strategy and its implementation) and protection of our data and IT systems, including business resilience, compliance, cybersecurity, and information security risk. For complete detail, see our [2024 Proxy Statement at pp. 44-45](#).

## ANTI-BRIBERY & ANTI-CORRUPTION

We are committed to complying with all applicable anti-bribery and anti-corruption laws and rules, including, but not limited to, the local laws of the countries in which we operate, the U.S. Foreign Corrupt Practices Act of 1977, as amended, the UK Bribery Act 2010, and any laws enacted pursuant to the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. Our team members receive training on anti-corruption and anti-bribery. Additionally, we actively monitor and audit our internal compliance with this policy and we expect our suppliers to fully comply with these laws and regulations.

The Transparency International's 2020 Corruption Perception Index (TICPI) scores and ranks countries and territories based on how corrupt a country's public sector is perceived to be by experts and business executives.

**During 2023, approximately 0.09% of our revenue was derived from countries that have the 20 lowest rankings according to the TICPI.**

## GLOBAL ETHICS HOTLINE

Our **Global Ethics Hotline** allows team members and other individuals to anonymously report unsafe, illegal, unethical behavior, harassment, and other concerns without fear of retaliation. Our Global Ethics Hotline, monitored by NAVEX Global, our independent third-party operator, is available **24 hours a day, seven days a week and in multiple languages** to address our team members' concerns in the various countries in which we operate. We proactively communicate the existence of our Global Ethics Hotline with prominent display at the top of our intranet homepage, and each of our global locations has a poster with information on how to access the hotline. We conduct an annual ethics compliance survey of our team members to determine if they have ethics concerns. In that survey, we ask them to let us know if they are aware of the hotline and provide them with information on where to access it. Finally, when conducting service center, distribution center, or other site audits, we verify that the hotline has been adequately publicized.

We maintain reports regarding concerns on the hotline and any related investigations, including whistleblower allegations. We will not allow retaliation for reports of violations, and we endeavor to investigate reports consistently and fairly. Our General Counsel provides a summary report to the Audit Committee of our Board each quarter regarding the number and nature of the team member concerns. Of course, any major whistleblower report is communicated to the Audit Committee in accordance with our [Whistleblower Policy](#).

## MANAGEMENT OF CLIMATE CHANGE MATTERS

For a discussion on the Board's and management's handling of climate change matters, please see Our Approach to Climate.



# HUMAN RIGHTS

► GRI 408-1,  
GRI 409-1, GRI 410-1

MRC Global is committed to conducting its worldwide business and operations in accordance with high standards of integrity in a legal, ethical, and socially responsible manner. This includes a commitment to respecting human rights as a fundamental principle in our operations. We support the protection of internationally proclaimed human rights including the **International Labor Organization's Declaration on Fundamental Principles and Rights at Work**, which enshrines the core principles of freedom of association; the effective recognition of collective bargaining; the elimination of all forms of forced and compulsory or child labor; and the elimination of discrimination in respect of employment and occupation.

Our team members receive **regular training** on Core Values, including specific training for anti-discrimination and anti-harassment. We encourage our suppliers to align their practices with the International Labor Organization's core principles and are committed to working in partnership with suppliers, customers, and third parties to promote the furtherance of human rights. As part of our **audit process of suppliers** on our Approved Manufacturers List, we consider these suppliers' performance regarding human rights and labor rights, including their conformance with our human rights and labor rights policies. We have not discovered any noncompliance by our suppliers with our policies, but should issues arise, we will investigate immediately and determine the appropriate next steps. We encourage our stakeholders' involvement in the company's commitment to protect human rights and the implementation of our human rights policy by reporting any human rights violations or concerns related to our business through our [Global Ethics Hotline](#).

For further information, see our [Human Rights Statement](#).

# INFORMATION & CYBERSECURITY

► GRI 418-1,  
SASB CG-MR-230a.1, SASB CG-MR-230a.2



## Phishing Alert Training

*Required training is conducted globally*

*Localized in all languages*

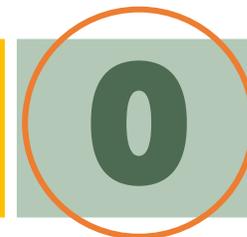
*Additional education is available*

## Monthly Mock Phishing Exercises

*Targeted follow up training is provided promptly following the event to maximize relevance and understanding.*

► **In 2023, 98% of team members were trained<sup>1</sup>**

We have integrated cybersecurity risk management into our broader risk management framework to promote a company-wide culture of cybersecurity risk management. This integration incorporates **cybersecurity considerations as an integral part of our decision-making processes at every level within our Company**. In addition, our Company has a cross-functional approach to addressing cybersecurity risk, with operations, legal, risk, finance, IT, human resources, and corporate audit functions engaged in various aspects of the management of cybersecurity risks. Our cybersecurity risk management is global, with technical operations coverage and visibility across our worldwide operations. **In 2023, we leveraged the National Institute of Standards and Technology ("NIST") standard to update our IT policies**. We have established a Cybersecurity Committee which is tasked with understanding and mitigating information security risks by completing regular reviews and approvals of our information security program and addressing any cybersecurity risks in alignment with our business objectives and operational needs. The Cybersecurity Committee meets periodically as needed and is staffed by our head of information security, chief information officer, chief financial officer and is overseen by our general counsel, who has earned a CERT certificate in cybersecurity from Carnegie Mellon and began his career as a computer programmer and analyst. All of the Cybersecurity Committee members are also members of our Risk Management Committee.



**Zero breaches of Personal Identifying Information (PII) or other sensitive team member information**

<sup>1</sup> We require 100% of team members to take this training. However, the 98% number reflects a discrepancy in tracking contractors. This is under improvement.

# CORPORATE POLICIES

▶ GRI 2-23

Our adherence to our corporate policies is the first step in maintaining our corporate integrity. Our most important policies related to our corporate integrity include:

- + Code of Ethics
- + Code of Ethics for Senior Officers
- + Human Rights Statement
- + Anti-Slavery & Anti-Human Trafficking Statement
- + Gifts & Hospitality Policy
- + Anti-Bribery & Anti-Corruption Policy
- + Related Party Transaction Policy
- + Dignity at Work & Equal Opportunity Statement
- + Delegation of Authority Policy
- + Antitrust Compliance Policy
- + Anti-Discrimination & Anti-Harassment Policy
- + Health and Safety Policies
- + Environmental Policy
- + Conflict Minerals Policy
- + Code of Conduct for Suppliers
- + Whistleblower Policy
- + Privacy Statement
- + Business Data Use Statement
- + Third-Party Due Diligence Procedures and Standards
- + Global Trade Compliance Policy
- + Sanctioned Country, Restricted Parties, & End User Policy
- + Record Retention Policy
- + Supplier Diversity program Statement
- + Global Water Conservation Policy

## ABOUT THIS REPORT

The information included in this Sustainability Report has been subjected to MRC Global's policies surrounding the disclosure of financial and non-financial data. The financial information included in this Sustainability Report was sourced from our Annual Report on Form 10-K for the year ended December 31, 2023 that has been filed with the Securities and Exchange Commission (SEC). This financial information and all non-financial data included in this Sustainability Report was not subject to a third-party audit verification process.

## FORWARD-LOOKING STATEMENTS

Certain information contained in this Sustainability Report may constitute forward-looking statements within the meaning of applicable securities laws, including, but not limited to, words such as "will," "expect," and similar expressions are intended to identify forward looking statements. Statements regarding our company's plans, strategies, objectives and assumptions, including plans to move forward with climate change opportunities and plans to seek opportunities to further integrate sustainability factors into investment decisions are not guarantees of future performance. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to a number of assumptions and known and unknown risks and uncertainties that may cause the actual results, performance or achievements of MRC Global to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. The forward-looking statements contained herein are made as of the date of this document. We also describe risks and uncertainties in our reports filed with the SEC, including our Annual Report on Form 10-K for the year-ended December 31, 2023 (under the headings "Risk Factors" and "Cautionary Note Regarding Forward-Looking Statements" and elsewhere) and our subsequent reports, which are available through the SEC's EDGAR system at [www.sec.gov](http://www.sec.gov), and on our website at [www.mrcglobal.com](http://www.mrcglobal.com). MRC Global assumes no obligation to update or otherwise revise these forward-looking statements, whether as a result of new information, future events, or otherwise.



# APPENDIX

## REPORTING & METHODOLOGY

MRC Global tracks the environmental data of all owned and operating facilities and assets globally. The methodology used to assess, measure, and disclose emissions is based on the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). All environmental data presented in this report represents data for the annual reporting period from January 1 to December 31, 2023.

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## MANAGING CLIMATE AND TRANSITION RISK – TCFD / IFRS ALIGNMENT

Our climate risk assessment and management conform with the Task Force on Climate-Related Disclosures (TCFD) guidance, now under the purview of the IFRS Foundation as IFRS S1 (General Requirements for Disclosure of Sustainability-related Financial Information) and IFRS S2 (Climate-related Disclosures). Our governance, strategy, risk identification and management and measurement of climate risks and opportunities is highlighted below.

### GOVERNANCE

#### DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.

TCFD Recommended Disclosure	Summary Response	Full Disclosure Location
Describe the board's oversight of climate-related risks and opportunities.	MRC Global is committed to strong corporate governance policies and practices to maintain effective oversight. Our Board of Directors (Board) oversees the company's long-and short-term strategy, vision, and risk profile, including the company's enterprise risk management (ERM) process to identify, assess, prioritize, address, manage, monitor and communicate risks and opportunities across the company's operations, including those that are climate-related. Our ESG & Enterprise Risk Committee assists the full Board in its oversight of the company's ESG programs, including acute and chronic climate risks, cybersecurity risk, and reputational risk, which are reviewed quarterly. Our SVP – Sustainability and members of our cross-functional ESG Management Committee are tasked with assessing and managing climate-related risks and opportunities and integrating sustainability initiatives and strategy across the company.	<a href="#">MRC Global's 2023 ESG Report p. 9</a>
Describe management's role in assessing and managing climate-related risks and opportunities.		<a href="#">MRC Global's 2023 ESG Report p. 10</a>  <a href="#">2024 Proxy Statement pp. 42-47</a>

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## STRATEGY

DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESS, STRATEGY AND FINANCIAL PLANNING WHERE SUCH INFORMATION IS MATERIAL.

TCFD Recommended Disclosure	Summary Response	Full Disclosure Location
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>MRC Global's traditional energy business remains a significant customer base; however, our increasingly diverse business sectors, including alternative and renewable energy projects, help insulate against the risk of a material financial impact from a gradual global energy transition. We view our ongoing support of our manufacturers and customers by bringing to market technology that helps reduce GHG emissions, such as low-emissions valves and emission-controlled actuation technology as a climate-driven opportunity. Most of our operational climate-related impacts are short-term due to weather-related risks (e.g., hurricanes, tornadoes, wildfires, tropical storms, and flooding events) that have the potential to affect the locations from which we serve our customers. Nevertheless, we evaluate our short-, medium-, and long-term key risks, including market, regulatory, technology, legal, and reputational.</p>	<p><a href="#">MRC Global's 2023 ESG Report pp. 11-12, 14</a> and the <a href="#">materiality matrix on p.10</a></p> <p><a href="#">Annual Report on Form 10-K, pp. 6-12</a></p>
<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</p>	<p>Our sustainability strategy is aligned with our corporate business strategy, including climate. Our business and financial planning for climate risks and opportunities includes ongoing diversification of our industrial markets to evolve our business with the energy transition and to supply products to our customers that help their operations meet climate emission objectives, whether that is emissions-reduction in traditional energy markets or products to support building renewable energy projects. We also focus on both direct and indirect environmental impacts from our operations and seek opportunities to improve through efficiencies in our supply chain, warehouse operations, use of e-commerce, reliance on renewable energy, and recycling and waste management. In many instances, these efficiencies have both an environmental and financial cost savings.</p>	<p><a href="#">MRC Global's 2023 ESG Report pp. 11-12, 14</a></p> <p><a href="#">Annual Report on Form 10-K, pp. 6-12</a></p>
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Our climate journey has not reached the stage of climate-related scenarios.</p>	<p><a href="#">MRC Global's 2023 ESG Report p.15</a></p>

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## RISK MANAGEMENT

DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES, AND MANAGES CLIMATE-RELATED RISKS.

TCFD Recommended Disclosure	Summary Response	Full Disclosure Location
Describe the organization's processes for identifying and assessing climate-related risks.	MRC Global has a comprehensive strategic planning and enterprise risk management process involving cross-functional leaders on the Risk Management Committee, many of whom also serve on the ESG Management Committee, identifying, assessing, and managing risks to determine both probability of occurrence and level of potential impact to the business on an annual basis with quarterly reviews. We also have a materiality matrix whereby the company assesses key issues against relative importance to stakeholders and importance to achieving business objectives. The analysis is incorporated into our business planning with regular Board oversight. Changes in risk or new risks are communicated to the Board's ESG & Enterprise Risk Committee. Periodic internal audits occur with findings reported to the management-led Disclosure & Controls Review Committee and, ultimately, the Board's Audit Committee. Plans are developed to address environmental risks and opportunities within operations, corporate services, or supply chain and projects assigned to appropriate personnel and results are monitored.	<a href="#">MRC Global's 2023 ESG Report</a> <a href="#">p. 10, 13, 14</a>
Describe the organization's processes for managing climate-related risks.		<a href="#">2024 Proxy Statement, p.45</a>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## METRICS AND TARGETS

DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES WHERE SUCH INFORMATION IS MATERIAL.

TCFD Recommended Disclosure	Summary Response	Full Disclosure Location
<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>MRC Global is in its second year reporting its full Scope 1 and 2 emissions pursuant to the GHG Protocol. As a result, our focus remains on complete and reliable data from which to develop metrics for action.</p>	<p>This report p. 8, <a href="#">11-12</a>, <a href="#">14-15</a>, <a href="#">68-69</a></p>
<p>Disclose Scope 1, 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p>	<p>MRC Global revised its 2022 baseline Scope 1 and 2 GHG emissions and discloses its 2023 emissions pursuant to the GHG Protocol.</p>	<p>This report p. 8, <a href="#">11-12</a>, <a href="#">14-15</a>, <a href="#">68-69</a></p>
<p>Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>MRC Global is in its second year reporting its full Scope 1 and 2 emissions pursuant to the GHG Protocol. As a result, our focus remains on complete and reliable data making target development premature.</p>	<p>This report p. 8, <a href="#">11-12</a>, <a href="#">14-15</a>, <a href="#">68-69</a></p>

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## EXAMPLES OF CLIMATE-RELATED RISKS WITH MITIGATION STRATEGIES

Risk Type	Potential Financial Impact	Time Horizon	Mitigation Strategy
Transition: Market	Reduced demand for goods and services due to shift in consumer preferences or changes in purchasing power	Long	MRC Global recognizes that if demand moves away from traditional energy to more renewable and alternative sources, demand for its products and services from hydrocarbon industries could decrease. As a result, MRC Global actively participates in energy transition projects and continues to diversify its business into other industrial markets such as chemicals, mining, carbon capture and utilization, hydrogen, and other alternative energy applications.
Transition: Technology	Reduced revenue from shift in product and service demand to meet regulatory demands and sustainability priorities	Long	Emerging climate legislation and sustainability priorities could lead to a shift in our customer behavior and a decrease in demand for certain products and services and an increase in demand for others. We work with our manufacturers to identify new technologies to help mitigate negative environmental impacts, such as emissions reductions, products from recycled steel and packaging material made from recycled or biodegradable content.
Transition: Policy and Legal	Increased Operating Costs	Long	We have many locations in locations prone to climate-related weather events such as hurricanes, wildfires, and floods, which increases our insurance premiums and deductible costs as events occur. In addition, as the number of climate-related regulations increase, our compliance costs increase affecting our overall profitability.
Transition: Reputational Risk	Loss in team member engagement and increase in difficulty recruiting talent	Long	Climate awareness and risk mitigation is growing in prominence for our internal and external stakeholders. Sustainability efforts affect our workforce as our population becomes increasingly aware of corporate responsibility to meet global climate goals. We have begun to engage more with our team members on initiatives and include their participation in our success. We also recognize engagement on climate issues is critical to maintaining our workforce and recruiting new members.

# OUR APPROACH TO CLIMATE & TRANSITION RISK

## EXAMPLES OF CLIMATE-RELATED RISKS WITH MITIGATION STRATEGIES

Risk Type	Potential Financial Impact	Time Horizon	Mitigation Strategy
Physical: Acute	Increased costs from repairing or restoring damaged locations	Long	Each of our facilities have emergency response plans to cover weather events potentially driven by climate change. These plans include mitigation of potential risks from physical damage to our facilities and inventory. We have business continuity plans to allow critical operations to continue in the event of a disaster and promptly recover essential operational functionality. In 2023, we performed an updated analysis of the physical risks of climate change for all of our U.S. properties which resulted in new mitigation recommendations that were disclosed to the Risk Management Committee. We also have crisis management scenarios created and tested in simulations at the corporate level by the respective designated team.
Physical: Acute	Reduced revenue from business disruption	Long	Each of our facilities have emergency response plans to cover weather events potentially driven by climate change. These plans include mitigation of potential risks from physical damage to our facilities and inventory. We have business continuity plans to ensure critical operations can continue in the event of a disaster and promptly recover essential operational functionality. Based on experience to date, in most cases, our distribution network is able to minimize or avoid supply chain disruptions to our customers, minimizing overall business disruption to the company.
Physical: Chronic	Increased cost related to relocation due to sea level rise	Long	Most of MRC Global's locations are driven by our customers' location needs. Nevertheless, physical risks are considered when relocating or opening a new a service center or regional distribution center.
Physical: Chronic	Increased cost related to increased need for cooling and heating due to changing temperatures	Long	MRC Global strives to achieve energy efficiencies for new locations and as part of lease renewals for existing locations to reduce the costs related to energy use, heating, and cooling our facilities.

# SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)

Sector	Topic	Code	Metric	Unit of Measure	Response
Oil & Gas Services	Emissions Reduction Services & Fuels Management	EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on road equipment and vehicles and (2) off-road equipment	Gigajoules (GJ), Percentage (%)	Total fuel consumed globally in 2023 (excluding electricity) was 219,424 GJ. Percentage renewable – 0.05% (1) Road vehicles = 141,631 GJ (65%) (2) Non-road vehicles = 6,791 GJ (3%)
		EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities and impacts	n/a	MRC Global is currently working on a fleet management strategy. See <a href="#">p. 14</a> .
		EM-SV-110a.3	Percentage of engines in service that comply with the highest level of emissions standards for non-road diesel engine emissions	Percentage(%)	Data not available.
	Water Management	EM-SV-140a.1	(1) Total volume of water handled in operations, (2) percentage recycled	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	(1) Total water withdrawn in 2023 was 65,377 m3. (2) Data not available.
		EM-SV-140a.2	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	n/a	MRC Global recently conducted our first water risk assessment. See <a href="#">p. 17</a> .
	Chemical Management	EM-SV-150a.1	Volume of hydraulic fracturing fluid used, percentage hazardous	Thousand cubic meters (m3), Percentage (%)	MRC Global does not use hydraulic fracturing fluid.
		EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	n/a	Not applicable.
	Ecological Impact Management	EM-SV-160a.1	Average disturbed acreage per (1) oil and (2) gas well site	Acres (ac)	MRC Global does not operate oil and gas well sites.
		EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	n/a	Not applicable.
	Workforce Health & Safety	EM-SV-320a.2	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Rate	(1) TRIR = 0.69. (2) No fatalities recorded in 2023. (3) NMFR = 37.71 (4) TVIR = 0.54. (5) Data not available.
CG-MR-230a.1		Discussion of management systems used to integrate a culture of safety throughout the value chain and product lifecycle	n/a	For a discussion on MRC Global's Health and Safety Program, see <a href="#">p. 27</a> .	
Business Ethics & Payments Transparency	EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception index	Presentation currency	0.09% of total revenue (\$397,240)	
	EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain		For a discussion on MRC Global's anti-bribery and corruption policies, see <a href="#">p. 45</a> .	

# SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)

Sector	Topic	Code	Metric	Unit of Measure	Response
continued	Management of the Legal & Regulatory Environment	EM-SV-530a.1	Discussion of corporate positions related to government regulations and/ or policy proposals that address environmental and social factors affecting the industry	n/a	A list of our corporate policies is included on <a href="#">p. 48</a> .
	Critical Incident Risk Management	EM-SV-540a.1	Discussion of management systems used to identify and mitigate catastrophic and tail-end risks.	n/a	MRC Global's Board is responsible for shaping our enterprise-wide risk policies and acceptable risk tolerance levels. For details on our Board's oversight of risk management, see our 2024 Proxy Statement, pp. <a href="#">42-45</a> .
Multiline and Specialty Retailers & Distributors	Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed = 295,565 GJ (2) Percentage grid electricity – 26% (3) Percentage renewable – 21%
	Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	n/a	MRC Global incorporates cybersecurity considerations as an integral part of our decision-making processes. See <a href="#">p. 47</a> for a discussion on cybersecurity risk management.
		GC-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Number, Percentage (%)	(1) Number of data breaches – 0 (2) percentage involving PII – 0% (3) number of customers affected – 0
	Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Presentation currency, Percentage (%)	Data not available.
		CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Rate	(1) 15.9% voluntary turnover for all employees (2) involuntary turnover – 4.1%
		CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Presentation currency	Data not available.
	Workforce Diversity & Inclusion	CG-ME-330a.1	Percentage of gender and racial/ethnic group representation for management and all other employees	Percentage (%)	See Diversity Statistics tables on pp. <a href="#">75-79</a> .
		CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination*	Presentation currency	Data not available.
	Product Sourcing, Packaging & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Presentation currency	Data not available.
		CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	n/a	Not applicable.
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	n/a	MRC Global is currently working on a strategy to understand environmental impacts of packaging. See <a href="#">p. 18</a> .	

# GLOBAL REPORTING INDEX (GRI) STANDARDS

Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
<b>General Disclosures</b>					
GRI 2 (2021): General Disclosures	2-1	Organizational details	<a href="#">p. 6</a>	2023 Annual Report on Form 10-K, pp. 1-4; 20-21	
	2-2	Entities included in the organization's sustainability reporting	<a href="#">p. 6</a>	2023 Annual Report on Form 10-K, pp. 1-4; 20-21	<i>All financial reporting entities are also included in sustainability reporting.</i>
	2-3	Reporting period, frequency and contact point	pp. <a href="#">51</a> , <a href="#">82</a>	–	
	2-4	Restatements of information	<a href="#">p. 8</a>	–	<i>Our 2022 baseline emissions were re-stated to address improved data collection and reporting. This resulted in an increase in Scope 1 emissions and a decrease in Scope 2 (market-based) emissions for 2022. See p. 70.</i>
	2-5	External assurance	<i>Not applicable</i>	<i>Not applicable</i>	<i>MRC Global does not currently perform external assurance on sustainability.</i>
	2-6	Activities, value chain and other business relationships	<a href="#">p. 6</a>	2023 Annual Report on Form 10-K, pp. 20-21	
	2-7	Employees	pp. <a href="#">6</a> , <a href="#">28</a> , <a href="#">75-79</a>	2023 Annual Report on Form 10-K, p. 5	
	2-8	Workers who are not employees	–	–	
	2-9	Governance structure and composition	pp. <a href="#">44</a> , <a href="#">52</a> , <a href="#">74</a>	2023 Annual Report on Form 10-K, pp. 15-16	
	2-10	Nomination and selection of the highest governance body	pp. <a href="#">43-44</a>	2024 Proxy Statement, p. 34	
	2-11	Chair of the highest governance body	pp. <a href="#">41</a> , <a href="#">74</a>	2024 Proxy Statement, pp. 34-35	
	2-12	Role of the highest governance body in overseeing the management of impacts	pp. <a href="#">44</a> , <a href="#">52-57</a>	2024 Proxy Statement, p. 15, 48	
	2-13	Delegation of responsibility for managing impacts	pp. <a href="#">6</a> , <a href="#">44</a> , <a href="#">52</a>	2024 Proxy Statement, p. 94	
	2-14	Role of the highest governance body in sustainability reporting	<a href="#">p. 44</a>	2023 Annual Report on Form 10-K, pp. 44-46, 48, 51	
	2-15	Conflicts of interest	pp. <a href="#">25</a> , <a href="#">30</a> , <a href="#">41-42</a> , <a href="#">45</a>	2024 Proxy Statement, p. 41	
	2-16	Communication of critical concerns	<a href="#">p. 45</a>	2024 Proxy Statement, p. 40	

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
GRI 2 (2021): General Disclosures	2-17	Collective knowledge of the highest governance body	<u>p. 44</u>	2024 Proxy Statement, pp. 27-36	
	2-18	Evaluation of the performance of the highest governance body	–	2024 Proxy Statement, p.40	
	2-19	Remuneration policies	pp. <u>29, 44</u>	2023 Annual Report on Form 10-K, p. 5; 33 2024 Proxy Statement, pp. 12-13, 55, 58-62	
	2-20	Process to determine remuneration	–	2024 Proxy Statement, pp. 10-12, 76-77	
	2-21	Annual total compensation ratio	pp. <u>29, 44</u>	2024 Proxy Statement, p. 81	
	2-22	Statement on sustainable development strategy	–	2024 Proxy Statement, pp. 93-95 2023 Annual Report on Form 10-K, p. 4, 6	
	2-23	Policy commitments	<u>p. 48</u>	<a href="https://www.mrcglobal.com/business-integrity-policies">https://www.mrcglobal.com/business-integrity-policies</a> ; (2024 ESG Report)	
	2-24	Embedding policy commitments	<u>p. 25</u>	2024 Proxy Statement, p. 8, 25, 40	
	2-25	Processes to remediate negative impacts	–	–	
	2-26	Mechanisms for seeking advice and raising concerns	<u>p. 28</u>	–	
	2-27	Compliance with laws and regulations	pp. <u>45-48</u>	–	
	2-28	Membership associations	<u>p. 38</u>	Not applicable	<i>MRC Global does not have a significant role in any association or advocacy organization.</i>
	2-29	Approach to stakeholder engagement	pp. <u>68-69</u>	2024 Proxy Statement, pp. 93-95	
2-30	Collective bargaining agreements	<u>p. 29</u>	2023 Annual Report on Form 10-K, p. 5		

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
<b>Material Topics</b>					
GRI 3 (2021): Material Topics	3-1	Process to determine material topics	pp. <u>52-57</u>	2024 Proxy Statement, pp. 43, 94 2023 ESG Report, p.14	
	3-2	List of material topics	–	2024 Proxy Statement, pp. 43, 94 2023 ESG Report, p.14	
	3-3	Management of material topics	pp. <u>52-57, 44</u>	–	
GRI 201 (2016): Economic Performance	201-1	Direct economic value generated and distributed	–	2023 Annual Report on Form 10-K, pp. 2, 24-28	
	201-2	Financial implications and other risks and opportunities due to climate change	pp. <u>52-57</u>	2023 Annual Report on Form 10-K, pp. 7- 15	
	201-3	Defined benefit plan obligations and other retirement plans	p. <u>29</u>	2023 Annual Report on Form 10-K, p. F-28 2024 Proxy Statement, p. 59	
	201-4	Financial assistance received from government	<i>Not applicable</i>	<i>Not applicable</i>	<i>MRC Global does not receive any financial assistance from the government.</i>
GRI 202 (2016): Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	p. <u>29, 34</u>	2023 Annual Report on Form 10-K, p.5	
	202-2	Proportion of senior management hired from the local community	–	–	
GRI 203 (2016): Indirect Economic Impacts	203-1	Infrastructure investments and services supported	–	2023 Annual Report on Form 10-K, p. 2, 13	
	203-2	Significant indirect economic impacts	–	2023 Annual Report on Form 10-K, pp. 7- 14	
GRI 204 (2016): Procurement Practices	204-1	Proportion of spending on local suppliers	p. <u>23</u>	–	
GRI 205 (2016): Anti-corruption	205-1	Operations assessed for risks related to corruption	–	2023 Annual Report on Form 10-K, p. 14	
	205-2	Communication and training about anti-corruption policies and procedures	p. <u>30, 45</u>	2023 Annual Report on Form 10-K, p. 14	
	205-3	Confirmed incidents of corruption and actions taken	–	–	

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
GRI 206 (2016): Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	–	–	
	207-1	Approach to tax	–	2023 Annual Report on Form 10-K, pp. F-21-22	
	207-2	Tax governance, control, and risk management	–	2023 Annual Report on Form 10-K, p. F-11	
GRI 207 (2019): Tax	207-3	Stakeholder engagement and management of concerns related to tax	–	2023 Annual Report on Form 10-K, p. 39	
	207-4	Country-by-country reporting	–	2023 Annual Report on Form 10-K, p. F-11	
GRI 301 (2016): Materials	301-1	Materials used by weight or volume	–	2023 Annual Report on Form 10-K, p. 6	
	301-2	Recycled input materials used	–	–	
	301-3	Reclaimed products and their packaging materials	–	–	
GRI 302 (2016): Energy	302-1	Energy consumption within the organization	pp. <a href="#">8</a> , <a href="#">15</a> , <a href="#">71</a>	–	
	302-2	Energy consumption outside of the organization	–	–	
	302-3	Energy intensity	<a href="#">p. 8</a>	–	
	302-4	Reduction of energy consumption	–	–	
	302-5	Reductions in energy requirements of products and services	–	–	
GRI 303 (2018): Water and Effluents	303-1	Interactions with water as a shared resource	<a href="#">p. 16</a>	–	
	303-2	Management of water discharge-related impacts	–	–	
	303-3	Water withdrawal	pp. <a href="#">16</a> , <a href="#">72</a>	2023 Annual Report on Form 10-K, p. 6	
	303-4	Water discharge	–	–	
	303-5	Water consumption	–	–	
GRI 304 (2016): Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">p. 17</a>	–	

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
GRI 304 (2016): Biodiversity	304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">p. 17</a>	-	
	304-3	Habitats protected or restored		-	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	
GRI 305 (2016): Emissions	305-1	Direct (Scope 1) GHG emissions	<a href="#">pp. 8, 70</a>		
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">pp. 8, 70</a>		
	305-3	Other indirect (Scope 3) GHG emissions	-	-	
	305-4	GHG emissions intensity	<a href="#">pp. 8, 70</a>	-	
	305-5	Reduction of GHG emissions	-	-	
	305-6	Emissions of ozone-depleting substances (ODS)	-	-	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	
GRI 306 (2020): Waste	306-1	Waste generation and significant waste-related impacts	-		
	306-2	Management of significant waste-related impacts	-	-	
	306-3	Waste generated	<a href="#">pp. 18, 72</a>	-	
	306-4	Waste diverted from disposal	<a href="#">pp. 18, 72</a>	2023 Annual Report on Form 10-K. p. 6	
	306-5	Waste directed to disposal	-	-	
GRI 308 (2016): Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	<a href="#">pp. 21-22</a>	-	
	308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">pp. 21-22</a>	-	
GRI 401 (2016): Employment	401-1	New employee hires and employee turnover	<a href="#">p. 33</a>	-	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">p. 29</a>	-	
	401-3	Parental leave	<a href="#">p. 29</a>	-	

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks	
GRI 402 (2016): Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	–	–		
	403-1	Occupational health and safety management system	<a href="#">p. 27</a>	2022 ESG Report pp. 46-49		
	403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">p. 27</a>	2022 ESG Report pp. 46-49		
	403-3	Occupational health services	–	–		
	403-4	Worker participation, consultation, and communication on occupational health and	<a href="#">p. 27</a>	–		
	GRI 403 (2018): Occupational Health and Safety	403-5	Worker training on occupational health and safety	<a href="#">p. 27</a>	2022 ESG Report pp. 46-49	
		403-6	Promotion of worker health	–	–	
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">p. 25</a>	–	
		403-8	Workers covered by an occupational health and safety management system	–	–	
		403-9	Work-related injuries	<a href="#">p. 27</a>	–	
403-10		Work-related ill health	–	–		
GRI 404 (2016): Training and Education	404-1	Average hours of training per year per employee	<a href="#">p. 79</a>	–		
	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">pp. 31-32</a>	2023 Annual Report on Form 10-K, p. 5		
	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">p. 30</a>	–		
GRI 405 (2016): Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	<a href="#">pp. 75-78</a>	2024 Proxy Statement, p. 8, 34		
	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">p. 34</a>	–		
GRI 406 (2016): Non- Discrimination	406-1	Incidents of discrimination and corrective actions taken	–	–		
GRI 407 (2016): Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	–		

# GLOBAL REPORTING INDEX (GRI) STANDARDS

GRI Standards	Disclosure No.	Disclosure Title	Sustainability Report	Other Places & References	Remarks
GRI 408(2016): Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">p. 46</a>	–	
GRI 409 (2016): Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">p. 46</a>	–	
GRI 410 (2016): Security Practices	410-1	Security personnel trained in human rights policies or procedures	<a href="#">pp. 41-42, 46</a>	–	
GRI 411 (2016): Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	–	–	
GRI 413 (2016): Local Communities	413-1	Operations with local community engagement, impact assessments, and development	<a href="#">pp. 35-38</a>	–	
	413-2	Operations with significant actual and potential negative impacts on local communities	–	–	
GRI 414 (2016): Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	<a href="#">pp. 20-22</a>	–	
	414-2	Negative social impacts in the supply chain and actions taken	<a href="#">pp. 20-22</a>	–	
GRI 415 (2016): Public Policy	415-1	Political contributions	<a href="#">p. 38</a>	–	
GRI 416 (2016): Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">pp. 20-22</a>	–	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products	<a href="#">pp. 20-22</a>	–	
GRI 417 (2016): Marketing and Labeling	417-1	Requirements for product and service information and labeling	–	–	
	417-2	Incidents of non-compliance concerning product and service information and labeling	–	–	
	417-3	Incidents of non-compliance concerning marketing communications	–	–	
GRI 418 (2016): Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">p. 47</a>	–	

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The UN Sustainable Development Goals (UN SDGs) provide a comprehensive framework for addressing the world's most pressing economic, social, and environmental challenges.

Alignment of our sustainability strategy and initiatives with some of the UN SDGs is outlined here. See referenced pages for more details.



We contribute to improving food security and nutrition within the local community through initiatives such as food collection drives, monetary donations and other employee volunteer events. (pp. 35-37)



We enhance access to healthcare services and promote the holistic health and well-being of our employees through initiatives like American Heart Association events and blood donation campaigns. (p. 37)



By investing in scholarships and supporting early childhood education initiatives, we are promoting lifelong learning opportunities and supporting the educational development of individuals, aligning with the goal of ensuring inclusive and equitable quality education for all. (p. 35)



We actively seek products and services from certified manufacturers and service providers that are majority owned and operated by diverse and small businesses, which promotes economic empowerment. (p. 23)



In 2023, we transitioned to 83% renewable energy globally through renewable energy projects and Green-e renewable energy certificates (RECs). We purchased RECs to cover all our North American energy consumption. We are exploring similar opportunities internationally. (p. 15)



We promote the protection of internationally recognized human rights by adhering to high standards of integrity, ethics, and social responsibility. (pp. 41-42)



We support a level playing field for marginalized groups by actively promoting supplier diversity, supporting small and diverse businesses, and participating in mentorship and development programs. (pp. 23-24)



We contribute to building resilient infrastructure, promoting sustainable industrialization, and fostering innovation by offering products that prioritize safety, environmental responsibility, and emission prevention. (p. 10)



We are reducing waste sent to landfills and contributing to a circular economy by improving waste management processes and promoting recycling initiatives. (pp. 17-18)



We are helping reduce harmful emissions that contribute to climate change by providing products that facilitate the safe and environmentally responsible movement and storage of hydrocarbon products and other substances. (p. 10)

# RESPONDING TO STAKEHOLDERS

Stakeholders	How did we engage?	How did we respond?
Team Members	<ul style="list-style-type: none"> <li>• Global Town Halls</li> <li>• Annual Team Member Survey</li> <li>• Team Member Surveys</li> <li>• Focus groups</li> <li>• Expanded internal communication channels</li> </ul>	<ul style="list-style-type: none"> <li>• Market adjustments for retention certain group functions</li> <li>• Job architecture project partially completed for certain group functions (remainder in 2024)</li> <li>• ESL pilot program implemented</li> <li>• Lower cost healthcare option offered as an additional plan</li> <li>• Virtual career panel series implemented for internal application and promotion opportunities</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Quarterly and Annual Business Reviews</li> <li>• Industry Trade Conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic supply chain strategy to meet supply/demand</li> <li>• Ongoing effort to reduce emissions in our value chain</li> <li>• Ongoing effort to identify products consistent with customers' decarbonization plans</li> <li>• Implemented biodegradable product packaging for repackaged product from U.S. warehouses</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>• Quality programs</li> </ul>	<ul style="list-style-type: none"> <li>• Improved supplier assessments with environmental sustainability and enhanced scorecard</li> <li>• Streamlined AML categories</li> <li>• Surveyed largest supplier base on environmental sustainability maturity</li> </ul>

# RESPONDING TO STAKEHOLDERS

Stakeholders	How did we engage?	How did we respond?
Investors	<ul style="list-style-type: none"> <li>• Annual Meeting of Stockholders</li> <li>• Annual Report</li> <li>• Earnings calls</li> <li>• Sustainability Report</li> <li>• SEC Filings</li> <li>• Meetings and outreach to current and potential shareholders</li> <li>• Non-deal roadshows</li> <li>• Investor conferences</li> </ul>	<ul style="list-style-type: none"> <li>• Engaged in investor-driven sustainability assessments</li> <li>• Past engagement with large shareholders on sustainability perspective</li> </ul>
Communities	<ul style="list-style-type: none"> <li>• Cares Committees for community engagement recommendations</li> <li>• Team member volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Enhanced corporate community volunteer opportunities</li> <li>• Held Family Fun Day</li> </ul>
Governments	<ul style="list-style-type: none"> <li>• Membership in industry and trade associations for relevant information for strategic planning</li> <li>• No lobbying efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Only passive monitoring of regulatory developments for strategic planning</li> </ul>
Nongovernmental Organizations	<ul style="list-style-type: none"> <li>• N/A</li> </ul>	<ul style="list-style-type: none"> <li>• N/A</li> </ul>

# ENVIRONMENTAL DATA

## GREENHOUSE GASES (GHG)<sup>1</sup>

METRIC	Unit	2023	2022 <sup>2</sup>	2021
<b>Scope 1</b>	metric tons CO <sub>2</sub> e	<b>13,802</b>	<b>15,009</b>	*
Stationary Sources	metric tons CO <sub>2</sub> e	3,588	4,195	*
Mobile road sources <sup>3</sup>	metric tons CO <sub>2</sub> e	9,650	10,422	*
Mobile non-road sources	metric tons CO <sub>2</sub> e	445	392	*
Fugitive emissions <sup>4</sup>	metric tons CO <sub>2</sub> e	119	*	*
<b>Scope 2 (market-based)</b>	metric tons CO <sub>2</sub> e	<b>1,661</b>	<b>6,461</b>	*
--Location-based	metric tons CO <sub>2</sub> e	7,192	7,976	*
<b>Total scope 1 &amp; 2 (market-based)</b>	metric tons CO <sub>2</sub> e	<b>15,462</b>	<b>21,470</b>	*
<b>GHG intensity<sup>5</sup></b>	metric tons CO <sub>2</sub> e / total man-hours	<b>0.003</b>	<b>0.004</b>	*

## GREENHOUSE GASES (GHG)<sup>6</sup>

METRIC	Unit	2023	2022	2021
<b>Total CO<sub>2</sub>e emissions<sup>7</sup></b>	metric tons CO <sub>2</sub> e	<b>21,001</b>	<b>29,448</b>	*
Carbon dioxide (CO <sub>2</sub> )	metric tons CO <sub>2</sub> e	20,946	29,367	*
Methane (CH <sub>4</sub> )	metric tons CO <sub>2</sub> e	18	28	*
Nitrous oxide (N <sub>2</sub> O)	metric tons CO <sub>2</sub> e	37	52	*

(1) Total CO<sub>2</sub>e reported in this table does not include biomass. Total CO<sub>2</sub>e including biomass is reported in the table below.

(2) 2022 emissions have been re-stated in this table. Emissions previously reported as 12,250 MTCO<sub>2</sub>e for scope 1 and 6,635 MTCO<sub>2</sub>e for (scope 2 market-based) for 2022.

(3) Emissions associated with personal use of company vehicles have been removed. Estimated fuel use reported by team members as personal use from a fringe benefit reported to the U.S. Internal Revenue Services.

(4) Includes U.S. facilities only. Fugitive emissions from hydrofluorocarbons (HCFs) from refrigerators and air conditioning makes up <1% of total Scope 1 emissions.

(5) Defined as total tons CO<sub>2</sub>e over total number of employee hours worked. 2022: 5,065,586 total employee hours. 2023: 5,542,809 total employee hours. Intensity metric previously calculated using revenue but has been revised to more accurately reflect company growth.

(6) MRC Global operations do not generate any other greenhouse gases other than the ones listed in this table.

(7) Total CO<sub>2</sub>e reported includes biomass and Scope 2 (location-based) emissions.

(\*) indicates the data point was not measured.

# ENVIRONMENTAL DATA

## ELECTRICITY

METRIC	Unit	2023	2022 <sup>10</sup>	2021
<b>Total electricity consumed</b>	MWh	<b>21,150</b>	<b>22,127</b>	<b>21,264</b>
North America	MWh	17,354	17,652	*
International	MWh	3,796	4,475	*
<b>Renewable energy<sup>8</sup></b>	MWh	<b>17,486</b>	<b>5,854</b>	<b>*</b>
% renewable energy	%	83	26	*
<b>Carbon intensity<sup>9</sup></b>	MTCO <sub>2</sub> e/MWh	<b>0.34</b>	<b>0.36</b>	<b>*</b>

## ENERGY USE

METRIC	Unit	2023	2022 <sup>13</sup>	2021
<b>Total energy use</b>	GJ	<b>295,565</b>	<b>321,951</b>	<b>76,540</b>
Natural gas	GJ	70,316	82,661	*
Electricity	GJ	76,141	79,658	76,540
--Non-renewable	GJ	13,192	58,583	42,713
--Renewable	GJ	62,949	21,075	33,827
Gasoline (mobile combustion)	GJ	81,237	90,710	*
Diesel (total)	GJ	64,172	64,739	*
Propane (liquid)	GJ	3,596	4,163	*
Renewable fuels <sup>11</sup>	GJ	103	21	*
<b>Energy intensity<sup>12</sup></b>	<b>GJ / total man-hours</b>	<b>0.05</b>	<b>0.06</b>	<b>*</b>

(8) MRC Global purchased Renewable Energy Certificates (RECs) to reduce Scope 2 emissions for North American operations in 2023. One facility in the Netherlands generates and consumes electricity through on-site solar panels (which makes up 1% of total renewable energy).

(9) Carbon intensity defined as total tons of (location-based) CO<sub>2</sub>e emissions per MWh of electricity purchased. Intensity metric previously calculated using revenue but has been revised to more accurately reflect company growth.

(10) 2022 total electricity purchased has been re-stated in this table. Electricity consumption previously reported as 22,881 MWh for 2022.

(11) Renewable fuels include ethanol and biodiesel used in mobile combustion.

(12) Energy intensity defined as energy consumption over total employee hours. Intensity metric previously calculated using revenue but has been revised to more accurately reflect company growth.

(13) 2022 electricity use in GJ has been re-stated in this table. Total electricity use previously reported as 82,372 GJ for 2022. Electricity use from renewable energy sources previously reported as 22,194 GJ for 2022.

(\*) indicates the data point was not measured.

# ENVIRONMENTAL DATA

## WATER AND WASTE

METRIC	Unit	2023	2022	2021
<b>Total water withdrawal <sup>10</sup></b>	cubic meters	<b>65,377</b>	<b>66,918</b>	<b>24,966</b>
Municipal water or other utilities	cubic meters	65,377	66,918	24,966
Surface water (lakes, rivers, etc.)	cubic meters	*	*	*
Groundwater	cubic meters	*	*	*
Rainwater	cubic meters	*	*	*
--Water withdrawal in water-stressed areas <sup>11</sup>	cubic meters	11,126	*	*
<b>Total waste disposed</b>	tons	<b>3,657</b>	<b>3,531</b>	<b>*</b>
Total hazardous waste <sup>12</sup>	tons	*	*	*
Total non-hazardous waste	tons	3,657	3,531	3,838
<b>Total material recycled (U.S. only)</b>	tons	<b>445</b>	<b>459</b>	<b>499</b>
% waste recycled	%	12	13	13
Electronic recycling <sup>13</sup>	tons	2	*	*

(10) Water withdrawal is defined as the sum of all water drawn from surface water, groundwater, seawater, or a third party for any use.

(11) Source: World Resources Institute Aqueduct 4.0 Water Risk Atlas.

(12) MRC Global produces negligible to zero hazardous waste.

(13) Includes U.S. facilities only.

(\*) indicates the data point was not measured.

# 2023 SUPPLIER DIVERSITY

Spend Type (U.S. only)	MRC Global % of total spend	Benchmark Average Diverse Spend as % of total spend <sup>2</sup>
<b>Total Certified Diverse Spend <sup>1</sup></b>	<b>2.53%</b>	<b>3.60%</b>
Total Certified Women-owned Businesses	1.61%	2.00%
Total Minority Business Enterprise Spend	0.89%	1.70%
Total Veteran Business Spend	0.03%	0.40%

## Certified Diverse Categories of MRC Global's Supplier Network

Small Business Enterprise (SBE)	<b>765</b>
Women Business Enterprise (WBE)	<b>155</b>
Veteran Business Enterprise (VBE)	<b>54</b>
Minority Business Enterprise (MBE)	<b>53</b>
Disadvantaged Business Enterprise (DBE)	<b>9</b>
Small Disadvantaged Business (SDB)	<b>3</b>
Historically Underutilized Business Zone (HUBZone)	<b>1</b>
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBT)	<b>1</b>
<b>Total Diverse Suppliers</b>	<b>1,041</b>

(1) Excludes small business spend and excludes indirect diverse spend.

(2) Supplier to 2023 Supplier Diversity Benchmarking Report (comprehensive analysis of \$1.4T in spend data from 466 companies across 15 industries) includes indirect diverse spend.

# BOARD MEMBERSHIP & DIVERSITY

For more information, see the 2024 Proxy Statement p 27.



Directors	Deborah Adams	Leonard Anthony	Henry Cornell	George Damiris	Barbara Duganier	Ronald Jadin	Anne McEntee	Rob Saltiel	Robert Wood
<b>Independence</b>	Independent Director	▲	▲	▲	▲	▲	▲	▲	▲
<b>Management Roles</b>	CEO / Former CEO		▲		▲			▲	▲
	CFO / Former CFO		▲			▲		▲	
	COO / Operations / HSE / Operating Risks	▲			▲			▲	
	Global / International Exposure / Experience	▲	▲	▲	▲		▲	▲	▲
	Financial Acumen / Financial Expert / Financial Risks	▲	▲	▲	▲	▲	▲	▲	▲
<b>Industry Experience</b>	PVF / Industrial Distribution Experience / Related Risks	▲	▲	▲		▲	▲		
	Oilfield Service / Equipment Sales Experience		▲			▲	▲	▲	
	Supplier / Supply Chain Experience / Related Risks	▲	▲			▲	▲		
<b>Customer End Sectors</b>	Gas Utilities								
	Downstream, Industrial & Energy Transition	▲	▲		▲		▲	▲	▲
	Production & Transmission Infrastructure	▲			▲				
<b>Information Technology Experience</b>	IT Systems	▲	▲			▲	▲		
	Cyber & Information Security / Related Risks					▲	▲		
	Emerging IT Risks							▲	
	IT Systems Implementation Risks	▲	▲				▲	▲	
<b>Environment &amp; Climate</b>	Environmental & Climate / Related Risks	▲	▲		▲		▲		
<b>Board Service</b>	Other Public Boards	2	0	0	1	1	0	0	0
	Prior Public Boards	1	2	5	2	0	0	0	2
<b>Personal / Demographics</b>	Tenure	6.6	11.6	5.0	2.6	9.0	2.6	1.6	3.2
	Age	63	69	68	64	65	63	53	61
	Gender (male or female)	F	M	M	M	F	M	F	M
	Racially or Ethnically Diverse								

Note: Tenure is based on years as a director while MRC Global was a public company. Mr. Anthony has been a director since 2008, prior to the Company's initial public offering. As of the release of this report, we have added two new directors, David Hager and Daniel Silvers, and Barbara Duganier has retired.

# DIVERSITY STATISTICS

	2023	2022	2021
<b>U.S. Total Employees</b>			
<i>Caucasian (Total %)</i>	<b>61.6</b>	<b>62.2</b>	<b>66.0</b>
<i>Women</i>	19.9	19.6	19.0
<i>Men</i>	41.7	42.6	47.0
<i>Gender Data Unavailable</i>	0.1	*	*
<i>Asian (Total %)</i>	<b>2.0</b>	<b>1.6</b>	<b>1.8</b>
<i>Women</i>	0.8	0.8	0.8
<i>Men</i>	1.2	0.8	1.0
<i>Latino (Total %)</i>	<b>16.2</b>	<b>14.9</b>	<b>16.5</b>
<i>Women</i>	4.5	3.8	3.7
<i>Men</i>	11.7	11.1	12.8
<i>Black (Total %)</i>	<b>8.9</b>	<b>8.3</b>	<b>7.9</b>
<i>Women</i>	1.6	1.6	1.6
<i>Men</i>	7.3	6.7	6.3
<i>Other Ethnicities<sup>1</sup> (Total %)</i>	<b>11.2</b>	<b>13.0</b>	<b>7.8</b>
<i>Women</i>	3.2	3.4	2.0
<i>Men</i>	8.0	9.6	5.8

	2023	2022	2021
<b>Board of Directors</b>			
<i>Caucasian (Total %)</i>	<b>87.5</b>	<b>88.9</b>	<b>77.8</b>
<i>Women</i>	37.5	33.3	22.2
<i>Men</i>	50.0	55.6	55.6
<i>Asian (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*
<i>Latino (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*
<i>Black (Total %)</i>	<b>12.5</b>	<b>11.1</b>	<b>11.1</b>
<i>Women</i>	*	*	*
<i>Men</i>	12.5	11.1	11.1
<i>Other Ethnicities<sup>1</sup> (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*

(1) Other ethnicities includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races, and undisclosed.

(\*) indicates the data point was not measured

– Diversity data as of 12/31 for each calendar year.

# DIVERSITY STATISTICS

	2023	2022	2021
<b>Executive Leadership<sup>1</sup></b>			
<i>Caucasian (Total %)</i>	<b>90.0</b>	<b>100.0</b>	<b>100.0</b>
<i>Women</i>	20.0	14.3	*
<i>Men</i>	70.0	85.7	100.0
<i>Asian (Total %)</i>	<b>10.0</b>	*	*
<i>Women</i>	10.0	*	*
<i>Men</i>	*	*	*
<i>Latino (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*
<i>Black (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*
<i>Other Ethnicities<sup>2</sup> (Total %)</i>	*	*	*
<i>Women</i>	*	*	*
<i>Men</i>	*	*	*

	2023	2022	2021
<b>U.S. Managers &amp; above</b>			
<i>Caucasian (Total %)</i>	<b>77.2</b>	<b>78.2</b>	<b>80.4</b>
<i>Women</i>	18.6	18.7	18.8
<i>Men</i>	58.6	59.5	61.6
<i>Asian (Total %)</i>	<b>3.2</b>	<b>2.8</b>	<b>2.3</b>
<i>Women</i>	0.8	0.6	0.6
<i>Men</i>	2.4	2.2	1.7
<i>Latino (Total %)</i>	<b>11.3</b>	<b>10.5</b>	<b>9.1</b>
<i>Women</i>	2.9	2.2	1.4
<i>Men</i>	8.4	8.3	7.7
<i>Black (Total %)</i>	<b>3.9</b>	<b>4.5</b>	<b>4.4</b>
<i>Women</i>	1.3	1.7	2.2
<i>Men</i>	2.6	2.8	2.2
<i>Other Ethnicities<sup>2</sup> (Total %)</i>	<b>4.5</b>	<b>4.1</b>	<b>3.9</b>
<i>Women</i>	1.6	1.1	1.1
<i>Men</i>	2.9	3.0	2.8

(1) Executive leadership is defined as all Section 16 officers. See MRC Global [Corporate Officers](#) page.

(2) Other ethnicities includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races, and undisclosed.

(\*) indicates the data point was not measured

– Diversity data as of 12/31 for each calendar year

# DIVERSITY STATISTICS

	2023	2022	2021
<b>U.S. Director Management Level &amp; above</b>			
<b>Caucasian (Total %)</b>	<b>85.3</b>	<b>88.5</b>	<b>90.4</b>
Women	23.9	23.0	24.1
Men	61.4	65.5	66.3
<b>Asian (Total %)</b>	<b>6.8</b>	<b>3.4</b>	<b>2.4</b>
Women	1.1	*	*
Men	5.7	3.4	2.4
<b>Latino (Total %)</b>	<b>3.4</b>	<b>4.6</b>	<b>3.6</b>
Women	2.3	2.3	1.2
Men	1.1	2.3	2.4
<b>Black (Total %)</b>	<b>*</b>	<b>1.1</b>	<b>1.2</b>
Women	*	1.1	1.2
Men	*	*	*
<b>Other Ethnicities<sup>1</sup> (Total %)</b>	<b>4.6</b>	<b>2.2</b>	<b>2.4</b>
Women	2.3	1.1	1.2
Men	2.3	1.1	1.2

(1) Other ethnicities includes American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races, and undisclosed.

(\*) indicates the data point was not measured

– Diversity data as of 12/31 for each calendar year

# DIVERSITY STATISTICS

	2023	2022	2021
<b>Global Team Member</b>			
<b>Total Team Members (Total)</b>	<b>2,877</b>	<b>2,803</b>	<b>2,641</b>
Women	839	808	717
Men	2,013	1,966	1,913
Gender Data Unavailable	25	29	12
<b>U.S. Team Members (Total)</b>	<b>1,984</b>	<b>1,911</b>	<b>1,751</b>
Women	595	557	473
Men	1,388	1,352	1,277
Gender Data Unavailable	1	2	1
<b>U.S. Women in Management Positions</b>			
<b>Management Directors &amp; Above:</b>			
Women (%)	29	24	27
<b>Corporate Functions:</b>			
Women (%)	45	53	55
<b>Canada Team Members (Total)</b>	<b>164</b>	<b>183</b>	<b>165</b>
Women	54	61	53
Men	86	98	112
Gender Data Unavailable	24	24	*

	2023	2022	2021
<b>Global Team Member Diversity</b>			
<b>Europe &amp; Middle East Region Team Members (Total)</b>	<b>566</b>	<b>552</b>	<b>548</b>
Women	140	137	138
Men	426	415	410
<b>Asia Pacific Region Team Member (Total)</b>	<b>163</b>	<b>157</b>	<b>167</b>
Women	50	53	53
Men	113	101	114
Gender Data Unavailable	*	3	*
<b>Union Representation</b>			
Union-represented Team Members (%)	3.2	3.7	3.3
Covered by Union-Negotiated Agreements (%)	3.0	2.2	1.4
<b>Global Diversity by Age<sup>1</sup> (%)</b>			
<30 years old	11.4	10.9	*
30 – 50 years old	49.8	50.5	*
>50 years old	38.3	38.1	*
Age Data Unavailable	0.5	0.5	*

(\*) indicates the data point was not measured

– Diversity data as of 12/31 for each calendar year

# TEAM MEMBER STATISTICS

	2023	2022	2021
<b>Global Team Member Diversity</b>			
<b>Employees by Payment Type (%)</b>			
Hourly	50.4	50.4	*
Salaried	49.6	49.6	*
<b>Employees by Region</b>			
<b>Total Employees</b>	<b>2,877</b>	<b>2,803</b>	<b>2,641</b>
United States	1,984	1,911	1,751
Canada	164	183	165
International	729	709	715
<b>Employee Turnover</b>			
Employee Turnover (%)	19.1	22.8	18.9
Voluntary Employee Turnover (%)	15.0	18.7	15.3
<b>New Employee Hires</b>	644	782	*

	2023	2022	2021
<b>Team Member Training</b>			
Total Training Hours	48,363	58,919	45,587
Average Number of Training Hours Per Team Member	16.90	22.12	17.30
Average Amount Spent on Training Per Team Member	\$453	\$468 <sup>1</sup>	\$324
Total Safety Training Hours	32,096	25,807	*
Anti-Corruption & Anti-Bribery Training (% of workforce) <sup>3</sup>	98%	98%	98%
Workplace Equality, Harassment & Discrimination on Training (% of workforce) <sup>2</sup>	98%	98%	98%
Cybersecurity Training <sup>3</sup>	98%	98%	99%
Team Member Annual Engagement Survey (participation %)	83%	78%	*
(engagement score)	7.6	7.1	*

(1) This is a corrected figure due to a calculation error in the 2023 ESG Report which previously reported it as \$414.

(2) All team members are required within 5 days of employment to take compliance training, and team members have 90 days to take required refreshment training, so the training percentages reflect a lag in new team member completion.

(3) Cybersecurity training includes contractors. We require all team members to take this training; however, the figure reflects a discrepancy in tracking contractors that is under improvement.

(\*) indicates the data point was not measured

– Diversity data as of 12/31 for each calendar year

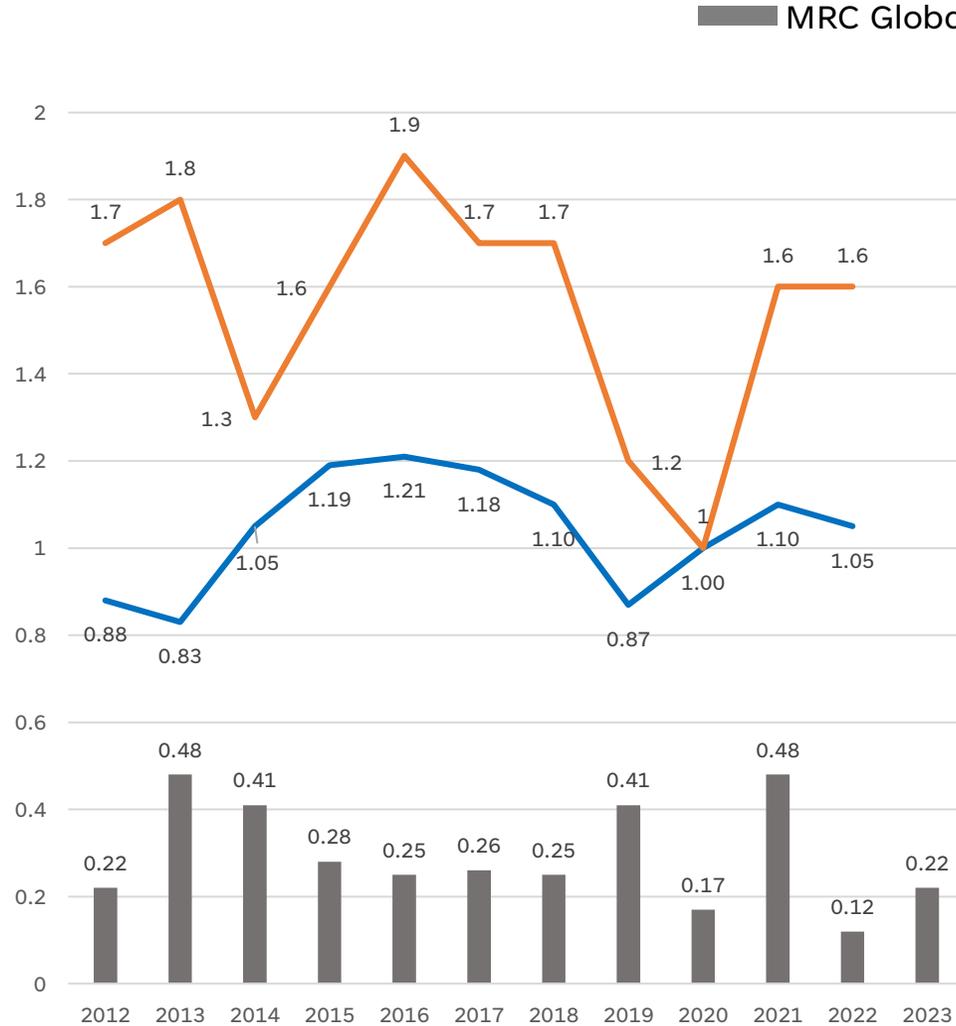
# WORKFORCE HEALTH & SAFETY

	2023	2022	2021
Total Recordable Incident Rate (incidents per 200,000 work-hours)	0.69	0.78	1.09
Lost-Time Incident Frequency Rate (Days Away From Work Incidents and Fatalities per million work-hours)	1.08	1.18	2.56
Days Away From Work Rate (incidents per 200,000 work-hours)	0.22	0.12	0.48
Number of serious injuries <sup>1</sup>	3	3	4
Number of work-related fatalities	0	0	0
Work-related fatal accident rate (work-related fatalities per 100 million work-hours)	0	0	0
Motor Vehicle Crash Rate (workforce vehicle incidents per million miles driven)	0.54	0.36	0.39
Near Miss Frequency Rate	37.7	30.0	63.6

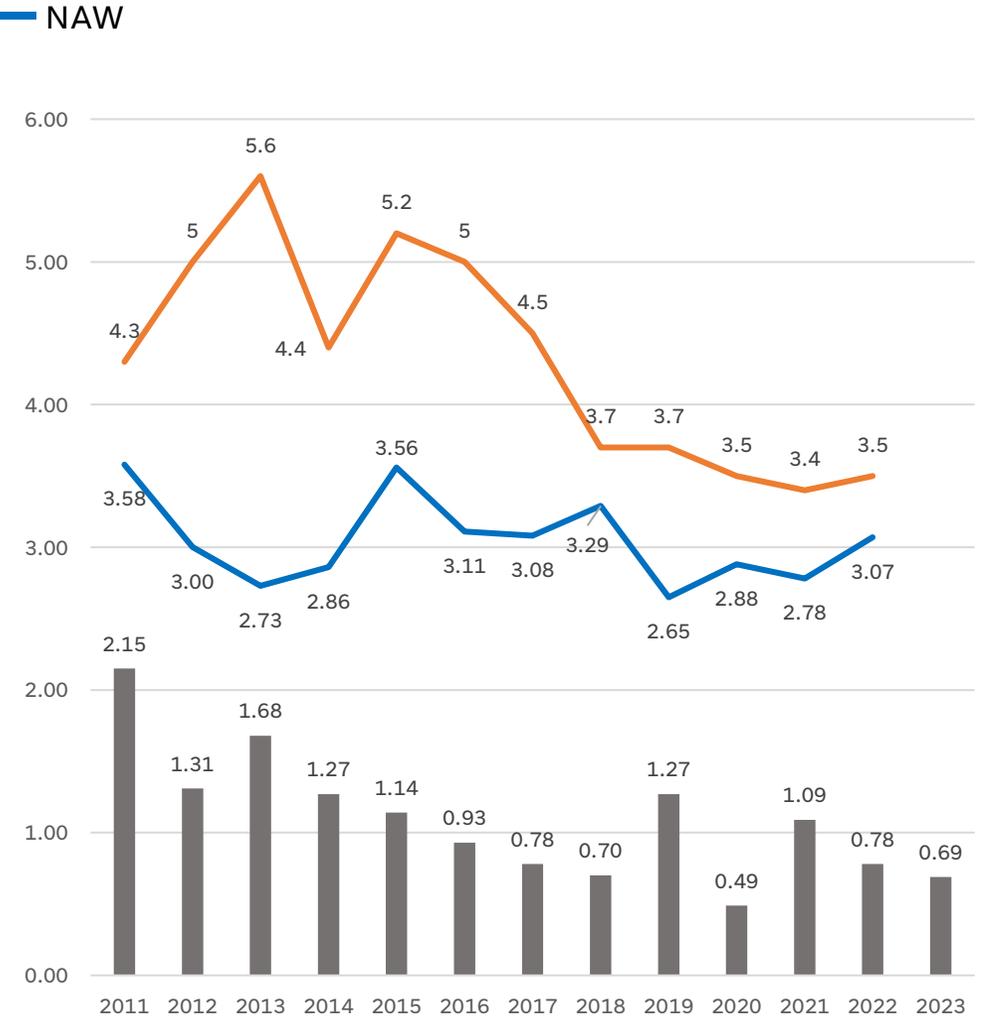
(1) Serious injury is defined as a substantial risk of death or prolonged loss or impairment to the function of bodily member.

(\*) indicates the data point was not measured

## TOTAL RECORDABLE INCIDENT RATES



## LOST TIME INJURY RATES





**CORPORATE HEADQUARTERS**

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